New players in the government-university drama are taking their places on the Ottawa federal stage

John Crosbie
Justice/Attorney General

Elmer MacKay
Solicitor General

Jake Epp
Health & Welfare

Thomas Siddon
Science/Technology

Andrée Champagne
Youth

Perrin Beatty
National Revenue

Flora MacDonald
Employment/Immigration

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

CAUT ACPU

bulletin

October/octobre, 1984
Vol. 31, No. 7

Walter McLean
Secretary of State

The Tory landslide is bound to have an impact on the academic world in Canada. The nature and quality of that impact will take some time to assess. The men and women pictured here will have major roles in relations between academics and the federal government. CAUT's Dr. Donald Savage provides thumbnail sketches on these people and others on page 4 of this issue.

Conservatives made a series of election promises

by Donald Savage
Executive Secretary, CAUT

The Conservatives made a series of promises in relation to postsecondary education during the election campaign; in answer to questions posed to them by the CAUT. These answers were first published in a special election issue of the CAUT Bulletin. CAUT President Dr. Sarah Shorten and I have visited many of the university constituencies during the summer, and in conjunction with the local faculty associations interviewed candidates in more detail, and spoke with the media on the concerns of the university community.

Two federal roles

In the area of funding the universities, the Conservative Party responded by saying that it saw two roles for the federal government. The first was to maintain basic operating costs through EPF. In this connection the party stated that it was committed to sustaining the current federal financial commitment according to the 1977 formula. Walter McLean amplified this during the campaign to indicate that this meant the formula without the application of the "6 and 5" controls. Regrettably, the Conservatives said that they would not restore the funds that had been cut in 1982 and 1984 which amounted to about $550 million. They also laid great stress on the need for cooperation both with the provinces and the university community.

R&D to benefit

The second thrust of policy involved research. Here the Conservatives made a series of very specific proposals. They commited themselves to negotiate with each granting council a five-year funding arrangement to replace the current system of annual appropriations. They also said that they would maintain an arm's length relationship between the government and the councils. They said that they would give real increases (above inflation) in the operations of the councils. They remained committed to peer evaluation. They favoured contracting out to the universities. Overall they repeated their commitment to a target of 2.5 percent of GNP devoted to research and development.

They stated that the government should not rob the humanities and the basic sciences to pay for development in other areas, and argued that students should be exposed to courses in the liberal arts and basic sciences as they pursue their chosen profession.

Income tax break

One of the most significant promises, directed specifically to faculty as researchers, was on the question of taxation. The party stated that it was committed to establishing new terms within the Income Tax Act to deal with the dual character of academic employment, so as to ensure that where research and scholarly expenses are not reimbursed, and where receipts are provided, deductions from income can be made.

Firm commitment

In the last week of the campaign, Flora MacDonald told the Rotary Club in Vancouver that a more vigorously functioning economy would allow a Conservative government to reduce certain costs, such as unemployment insurance. She added, however, that the party was committed to the federal role, to contributions to pensions, and to transfer payments to the provinces for health, postsecondary education, and social programs.

Conference to sharpen views on access

by Ron Levesque

Thirteen years ago Martin Trow wrote that "there are hardly any issues in education that cannot be approached through the perspective of access..." The CAUT conference in Toronto next month is designed to sharpen and refresh that perspective.

After nearly a decade of government underfunding, in spite of steady or rising student demand, many Canadian universities are in a state of crisis: facilities are in disrepair, equipment is out-of-date, and library acquisitions have fallen seriously behind comparable American universities. Many young scholars no longer view university teaching as an attractive or realistic career choice.

After years of denying that a crisis situation was being created by underfunding, many governments now seem to be blaming the victim for the crisis. They also seek to divert public criticism by alleging that universities are not training students for jobs, that students cannot read or write, that students are allowed to take programs of no value to the economy, and that universities have only themselves to blame, because they are not more vocationally oriented. Critics respond that such allegations are a camouflage for lack of education policy.

Accessibility to universities has both academic and financial aspects. It can be curtailed by a redefinition of entrance requirements, which may or may not accurately reflect appropriate student capability and preparedness. It can also be curtailed by raising economic barriers to university education. Students young and old can easily be turned away by those wishing to reduce access. But will such policies simply make the universities the preserve of higher-income families?

I was bemused by a recent statement of Ontario's Treasury and Economics ministry: "The much higher postsecondary enrolment rate in the U.S. is consistent with its pre-eminent role in innovation."

Hopefully, the Toronto conference will be not only informative and illuminating, but innovative. (The ad on the back page of this issue has details of the conference format, and registration information.)

(Ron Levesque is Associate Executive Secretary of the CAUT.)

INSIDE

- Report on AF&T 14
- Shorten vs. McGeer 3
- Nominations permanente 17
- Pedersen as peacemaker 7
- Tenure and its purpose 16
- Collective bargaining .9-11
- Politics of manipulation 2
- Le negociation collective 9-11
- American access story .. 5
- Imperfect pension proposals 6
- B.C. labor attacked again 4
- Women silenced 5
- La puce à l'oreille 8

Censured Administrations

The following university administrations are under CAUT censure:

President and Board of Governors UNIVERSITY OF CALGARY (1979)
The third stage of censure was imposed in May, 1980

President and Board of Regents MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)
The third stage of censure was imposed in May, 1980

Note:
1 Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university The censure is advertised regularly in the *CAUT Bulletin*
2 Under the second stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university The censure is advertised more widely in Canadian and foreign faculty association publications and other publications
3 Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censured university
4 Because the CAUT does not recommend that faculty members decline appointments when a university is under the first or second stage of censure the *CAUT Bulletin* continues to carry advertisements for positions vacant at censured universities Such advertisements are not carried in the *Bulletin* for universities under the third stage of censure

CAUT Bulletin

ISSN 0007-7887

Editor: Sandy Campbell
Advertising and Circulation: Liza Duhaime
Published by the Canadian Association of University Teachers 75 Albert Street, Suite 1001, Ottawa, Ontario, K1P 5E7 (613) 237-6685

Executive Secretary: Donald C. Savage

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Average total distribution: 26,000.

The *CAUT Bulletin* is published seven times during the academic year September 1, October 1, December 1, February 1, April 1, May 1, June 1 Closing dates for receipt of advertising: 25 working days prior to publication date. No cancellations will be accepted after closing date. Classified advertising received after the closing date whenever possible, will be included in a "late ads" column. Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted

The publisher reserves the right to make necessary changes in advertising copy If it is deemed to contravene various provincial human rights codes which prohibit discrimination on the grounds of age, sex, marital status, race, creed, colour, nationality or place of origin.
Subscriptions: $17 50 per year U S $21,00 International $28 00

Printers Performance Printing, Smiths Falls, Ont

Le Bulletin de l'ACPU

Rédacteur: Sandy Campbell
Annonces et tirage: Liza Duhaime
Publié par l'Association canadienne des professeurs d'université, 75, rue Albert, suite 1001, Ottawa, Ontario, K1P 5E7 (613) 237-6685.
Secrétaire général: Donald C. Savage

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Diffusion totale moyenne: 26,000

Le Bulletin de l'ACPU paraît sept fois au cours de l'année scolaire, 1er septembre, 1er octobre, 1er décembre, 1er février, 1er avril, 1er mai, 1er juin. Délai de réception des annonces: 25 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite Les petites annonces reçues après la date limite seront, si possible, insérées dans une colonne des «annonces tardives». Pour toute annonce d'ouverture de poste, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite d'application de ce poste L'éditeur se réserve le droit d'apporter les chengements nécessaires au texte des annonces s'il juge qu'il enfreint divers codes provinciaux des droits de l'homme qui interdisent la discrimination pour des raisons d'âge, de sexe, d'état matrimonial, de race, de croyances, de couleur, de nationalité ou de lieu d'origine
Abonnements: $17.50 par année É-U $21.00 International $28.00

Imprimeur: Performance Printing, Smiths Falls, Ont.

Lorch fails to recognize basic defect of "freeze"?

In his book review (September 1984), Lee Lorch accepts uncritically the idea of "freezing the testing, production and deployment of all nuclear weapons and their delivery systems." Lorch fails to recognize a basic defect in this proposal — the connection between the nuclear balance and conventional (non-nuclear) weapons technology.

For example, while a nuclear freeze would rule out any strengthening or modernization of missile-armed submarine forces — at present the least vulnerable component of the strategic deterrent — it would allow development and deployment of *non*-nuclear anti-submarine technology (such as new detection devices) to progress unhindered. Similarly, while bomber forces and cruise missiles with nuclear warheads (whether launched from bombers, from ships or from the ground) would be frozen, conventional air defences could be improved without limit.

Once the nuclear deterrent is subjected to a freeze, conventional counter-deterrent capability can surge ahead in a "race" now entirely one-sided. With increasing uncertainty about the deterrent value of the submarine and airborne components of the strategic triad, the relative importance of ICBMs — the triad's most vulnerable weapons system — might increase, and with it the pressure in a crisis to launch ICBMs on warning. ("Use them or lose them.") Unlike bombers, ICBMs cannot be recalled after being launched. The danger of accidental war could thus be aggravated.

The effectiveness of the ICBM deterrent itself might be eroded by advances in certain non-nuclear technologies, lasers being one obvious example. Already there has been one successful test of an anti-missile missile designed to collide with its target in space; such a weapon requires no explosive warhead at all, nuclear or conventional. With sufficiently accurate guidance, space vehicles that would otherwise be militarily irrelevant might be used to ram ICBMs above the atmosphere.

In short, with a freeze agreement prohibiting modernization of the nuclear deterrent in response to *non*-nuclear technological innovations, the strategic balance may well become more precarious than ever. Any realistic negotiations on a nuclear freeze would be complex and perhaps indefinitely protracted, since they would have to include the question of controlling non-nuclear progress in anti-submarine warfare, air defence, and anti-missile defence. (Because of apparent violations by the Soviet Union, restraints on anti-missile defence in the ABM treaty of 1972 are falling into disrepute. See, for instance, the article by Dr. Robert Jastrow in the January 1984 issue of *Commentary*.)

Lorch also fails to recognize the fact that reducing our reliance on nuclear weapons, in the face of Soviet conventional strength in Europe, will require increased defence expenditures. Canada's forces are both conventional in armament and very small in size, but Lorch regards even our low level of defence spending as excessive. He seems to accept the position of those who advocate a Western commitment not to use nuclear weapons first, without admitting that a "no first use" policy, combined with refusal to provide adequate conventional forces, would leave the Soviet Union free to conquer Western Europe whenever it chose. Fortunately, while Britain and the North American nations might conceivably write off Western Europe in this way, France can never do so; and the French have wisely been continuing to build up their independent nuclear deterrent.

In a letter published by the *CAUT Bulletin* (October 1982), Lorch offered a lengthy defence of the Soviet Union against what he denounced as "anti-Sovieteering." Perhaps his lack of realism about the requirements of Western military security can be traced to his lack of realism about the evils of the Soviet system and the danger it represents. Having no nuclear deterrent, the Afghans were automatically committed to "no first use" — and we all know what has been happening to the Afghans.

Kenneth H.W. Hilborn
Associate Professor
Department of History
University of Western Ontario

First air...

I am writing to point out an error which was made in the special supplement to the Bulletin, entitled "The Tax Collector." On page 3 reference is made to Alex Colville, the artist, where it is claimed he is Chancellor of Mount Allison University. While it is true that he taught at Mount Allison while building his reputation he now resides in Wolfville, Nova Scotia, and is Chancellor of Acadia University.

D.A. Stiles, Head
Department of Chemistry
Acadia University

second heir

A hawkish gremlin wreaked havoc in the second-last paragraph of Professor Lee Lorch's review of the book We Can Avert a Nuclear War, on page 23 of last month's issue. (And transmogrified CAUT's lobbying efforts, in the bargain.) As written by Professor Lorch: "Many of the contacts Pugwash has kept alive are academic. Here the CAUT can both thank Pugwash and claim to have served its spirit, since the CAUT has called upon the Canadian government to reactivate the scientific and cultural exchange programs with the USSR which the Clark government suspended unilaterally." The word *programs* was mysteriously transformed into *problems* in the printed version.

— Editor

Lobbyist's notebook

by Donald Savage

Questionnaires: Politics of evil manipulation?

Commonwealth scholarships

The federal government has decided to increase the number of Commonwealth scholarships from 300 so as to reach 500 in late 1985. This decision was taken by **Allan MacEachen** shortly before he resigned as Secretary of State for External Affairs, and was carried out by his successor **Jean Chretien**. It was announced at the Commonwealth Education Ministers Conference in Cyprus, where the Canadian delegation was headed by **Terry Donahoe**, the Nova Scotia Minister for Education and the person currently chairing the Council of Ministers of Education. CAUT welcomed this important development in regard to foreign students. It was originally recommeoded by the Symons-Page Commission. The CAUT Council in May had called on all levels of government to address seriously the problems of foreign students. Thirteen other Commonwealth countries pledged to increase their assistance.

Statement on Commonwealth Student Mobility

The education ministers meeting in Cyprus also issued a statement on Commonwealth student mobility. It said in part: "Educational interchange lies at the heart of the Commonwealth association." It recognized the importance "of the freest possible flow of students between countries" and said, "The channels of student interchange must not become choked and clogged either by unintentional neglect or by harmful politics." That phrase nicely describes the situation in Canada where, as the Symons-Page Commission pointed out, there is no overall rational or coherent policy in regard to the admission and support of foreign students. The Commonwealth ministers also noted the more liberal attitude of the governments of Australia and New Zealand.

Ottawa and the Centres of Excellence

Serge Joyal, Secretary of State announced in August the award of $25,000,000 for centres of excellence in universities across the country. This had been recommended by the Symons-Page Commission and had been accepted in principle by the federal government some months previously. A wide variety of projects was supported, including chairs in human rights, northern studies, mass media studies and Canadian studies. However, the Secretary of State disregarded one piece of vital advice from the Symons-Page Commission, namely that such projects should be vetted by a peer-evaluation structure. The grants provoked an immediate crisis in the province of Quebec where a special committee formed by the universities had reached agreement on 16 projects in order of priority. The Secretary of State only accepted nine and added three more that were not on the list. The $5.7 million announced for Quebec has been placed in trust by the universities, pending further discussions with the new Conservative government. FAPUQ protested the manner in which the federal government acted.

Free Enterprise: Courses or indoctrination?

The *Edmonton Journal* commented on the recent proposal of Alberta Minister of Education Dave King for mandatory courses on free enterprise in the schools. "Albertans are not likely," it said, "to take kindly to an attempt to indoctrinate children with ideological precepts of any stripe...The idea is utterly reprehensible. We leave that kind of evil to the East Germans and the Soviet Union. Mr. King had better remember that." Furthermore, the *Journal* snapped, "The greatest strength of our educational system is that it strives to teach children to make intelligent comparisons and evaluations — it teaches them to think."

Former CAUT National President elected M.P.

Prof. Howard McCurdy, President of the CAUT in 1967-68, was elected as the new NDP M.P. for Windsor-Walkerville. Prof. McCurdy is a city councillor, former person chairing the Biology Department at the University of Windsor, and was President of CAUT when the organization made its submission to the Mackenzie Royal Commission on Security.

Bovey, Macdonald and the Ontario Economic Council

CAUT appeared at a special meeting of the Macdonald Commission on postsecondary education in the summer. It was organized by **David Smith**, the incoming Principal of Queen's University. Regrettably, until that meeting the Commission had paid little attention to the role of postsecondary education in Canada, despite the receipt of many briefs on the subject. Virtually none of its research projects has been directed to this area....CAUT was given a hearing date of September 24 for its presentation to the Bovey Commission. **Prof. Sarah Shorten**, President of CAUT, has worked closely with OCUFA and the Ontario faculty associations on this brief . . . Prof. Shorten will be speaking at the October meetong on the Bovey Commission organized by the Ontario Economic Council.

Questionnaire's Disease?

Or when did you stop beating your wife? Last year the British UGC decided that there should be a great debate on postsecondary education and distributed a questionnaire to the universities to that end. A little later the **Bovey Commission** used the same technique in Ontario. Now the **Royal Commission on Postsecondary Education in Nova Scotia** has done the same. The flavor of these exercises (and their supposed neutrality) can be seen by Question 17 in Nova Scotia: "The universities are asked to examine their programs and identify areas of duplication that might be rationalized." Or Question 21 where the universitics are asked to indicate how programs should be terminated. Or Question 22 which assumes that the case for division between teaching and research professors has already been made and accepted. No questions are asked about where Nova Scotia universities should be expanding to meet increasing student demand and the need for an educated citizenry. I would recommend these questionnaires to classes on the politics of manipulation.

B.C. may never restore 70s university funding

CAUT's Shorten challenges... McGeer ducks

Dear Premier Bennett:

I write to express the grave concern of the Canadian Association of University Teachers, regarding the severe cutbacks in the funding of university education in British Columbia proposed by your government.

It is our understanding that your government has, after freezing the budgets of the universities for this year, imposed a 6% cut for next year, and is considering further cuts the following year. Cuts of this severity will seriously impair the ability of British Columbia's universities to maintain their existing record of excellence, international competitiveness and rich contribution to the social, economic and cultural life of the province...To view cuts in university funding as a means of saving money is shortsighted and unwise.

Sarah Shorten

Major investment criterion

Furthermore, as you will be aware, the quality of institutions of higher education is a major criterion employed by large business corporations when determining where to place investments. Such corporations are concerned about universities' ability to conduct research, and to educate the managers and technical experts of the future. Where governments give a low priority to higher education, a broad economic effect is rationally to be predicted.

Exodus of academics?

The maintenance of an internationally respected and competitive university system is also dependent on the ability to recruit and retain researchers and teachers of individual excellence and eminence. A climate of contractual uncertainty, precipitated in British Columbia by funding cuts and other legislation, can only be expected to cause leading academics to seek positions where the environment is more welcoming and positive. The effect on the morale of the universities, and on the effectiveness of such interesting developments as the industrial parks instituted on campuses by your government, can only be negative. It is also worth recalling that such leading academics draw substantial funding for research projects, which would also be lost to British Columbia on their departure.

Low, lower, lowest?

As Dr. Pedersen of the University of British Columbia has emphasized to you, the province now has one of the lowest participation rates in university education in Canada. Cutbacks in funding are now forcing that university to restrict access: it cannot afford to provide an education to all those qualified students seeking to attend. It is now generally accepted in this country that the future competitiveness of Canada will rely importantly on the skills, initiative and training of our people. For this reason, also, funding cuts will weaken the future competitiveness of British Columbia.

Cutbacks in funding which cause reduced accessibility to the universities will not only affect the future careers of the children of middle-class families in the province. Native people and members of the lower socio-economic groups will have their opportunity to attend university and participate to their full potential in the life of the province weakened: already, now, these people are seriously underrepresented. The cutbacks now proposed will restrict the future of children of the middle class: it will devastate the hopes of others.

Retrograde and ill-judged

We would urge you to consider carefully the vital role of universities in the social, economic and cultural life of their communities. Universities are storehouses of knowledge, skill and innovative potential: they constitute a dynamic and irreplaceable cultural presence, both in preserving tradition and in addressing and developing present and future insights and understanding: their research activities and educational function enriches the society around them. It is our conviction that to weaken the capacity of the universities in their many and diverse roles is retrogressive and ill-judged.

For these reasons, we urge you most strongly to reconsider your current budgetary plans for the universities. This recommendation should not be interpreted as special pleading, as a claim for freedom from full public accountability for the universities. Such accountability is, of course, well-justified and necessary. Our recommendation springs rather from our realization that the evidence suggests that **the real winners under economic recovery will be those who have recognized the centrality of their 'people-industries,' and adequately financed those institutions, like the universities, which make so vitat a contribution to the life of society.**

Sarah J. Shorten
President, CAUT

While I can certainly understand the concern you express, I hope you will appreciate the fact that this government is faced with a serious reduction in revenue, due chiefly to a worldwide recession. Since so much of our revenue is derived from the export of forest, mining and other natural resource production, British Columbia is particularly sensitive to fluctuations in world demand for these commodities.

Unfortunately, there has been no corresponding reduction in demand for funding of the many programs which we have been able to support in good economic times. Since our government does not believe that we should spend our way out of this difficulty by mortgaging the future of succeeding generations, we have asked our citizens and agencies, including our universities, to accommodate themselves to our current economic circumstances.

While these decisions were not easy to make, or universally popular, we believe they are the only responsible decisions which can be made. We maintain a firm commitment to post-secondary education and, **when our economy improves, we will again be able to provide a higher level of support to our universities** and other agencies which play a vital role in the social and economic well being of our province.

Patrick L. McGeer
Minister

Is that a promise? Not quite

I agree that government should not mortgage the future of succeeding generations. It remains, however, my conviction and that of my colleagues in the CAUT, that universities are correctly perccived as constituting investments for that very future. We remain deeply concerned that short-term cost-savings will in fact result in long-term damage which it will be both costly and difficult to repair. By their very nature, universities take time to build and to strengthen: They cannot recover strength nearly as fast or as easily as they can lose it.

I am encouraged to read in your letter of the intention of the British Columbia government to increase support to the universities when the economy improves. I wonder **if the government is indeed prepared to make a public commitment to restore funding to previous real levels, and make restitution for previous cutbacks when this time comes.** I should be very appreciative of any confirmation you could provide in this regard.

Sarah J. Shorten,
President, CAUT

I share your conviction that investments in our universities have reaped and will continue to reap economic and social benefits for individual students and society in general. It is true, that while our support per full time equivalent student has declined recently it is still above the Canadian average. The problem has been with the rate of reduction rather than its absolute magnitude.

As you are aware large institutions, especially universities, cannot adapt quickly to change. Unfortunately the revenue loss faced by this province was of such a nature as to require these rapid reductions. **While I cannot guarantee that the government will be able to return to the absolute levels of funding characteristic of the late 70's,** I can assure you that I will do everything in my power to obtain for the universities a level of funding support which will enable them to maintain their current high levels of quality in instruction, research and scholarship.

Patrick L. McGeer
Minister

CSAA sends 'See here, McGeer' letter on $-cuts

The Canadian Sociology and Anthropology Association has sent a sharp protest against provincial fund-cutting to Patrick McGeer, B.C. Minister of Universities, Science and Communications, and his counperparts in the other provinces.

Association President Prof. Stewart Crysdale of York University issued the protest after the June annual general meeting in Guelph, Ont. The meeting passed a resolution urging provincial governments to use EPF funding earmarked for higher education only for that purpose.

Prof. Crysdale's letter informed McGeer of the Association's "deep concern over the erosion of the quality of higher education" produced by "the reduction of funds available to universities and colleges from the provinces and, in particular, from the threat to tenure and employment among faculty.

"....This state of affairs undermines one of the principal sources of renewal and leadership for our society — the wide provision of excellence in university teaching and the many innovative and productive research projects which faculty and graduate students conduct. Among the safeguards for this system is tenureship or security of position. You must know that it takes many years to generate excellence and productivity in teaching and research.

"When mature scholars are dismissed for financial reasons and young, promising scholars are discouraged or prevented from taking their place, the loss to our society in a highly competitive and rapidly changing world is disastrous.

"Kindly convey to your colleagues this message and the following resolutions passed unanimously by our large and distinguished membership.

"**Whereas** recent provincial governments have established legislation imposing a range of salary freezes and rollbacks, budget reductions for higher education, faculty and staff reductions, and programme suspensions and discontinuances and whereas at least in the province of British Columbia, university administrations are now considering the termination or non-renewal of faculty appointments on tenure track positions or those already without term, be it resolved that:

"The Canadian Sociology and Anthropology Association protests the erosiun of public funding of colleges and universities, and
The Canadian Sociology and Anthropology Association urges the provincial governments to use established programme financing funds earmarked for higher education, only for higher education."

OISE names three as new Fellows

Ruth G. Banks, William T. Newnham, and John Ricker will be named Fellows of The Ontario Institute for Studies in Education in a Nov. 26 ceremony in Toronto.

Banks is founder and head of Quest Centre (Oshawa); Newnham recently retired as Founding President of Seneca College; Ricker is former Dean of the Faculty of Education of the University of Toronto.

The Fellows Awards were created in 1973 to recognize individuals who have made a specific and noteworthy contribution to education in Ontario, or in Canada as a whole. Each year nominations are invited from individual educators, faculties of education, professional associations, and Ministries of Education across Canada.

Helen Baxter's gone to France..

Bulletin editor Helen Baxter is on leave this year, studying in France. Sandy Campbell will be acting editor. He has worked in a variety of media jobs in Sydney and Halifax, Ottawa and Montreal.

These people are front-and-center for universities

by Donald Savage

The university community has begun assessing the new cast of characters who strode onto the federal stage in Ottawa on Sept. 17. There are some familiar faces among the major players, and a few new ones. Here is a rundown on Ministers whose portfolios are of special importance to the academic world.

Secretary of State

Walter F. McLean, the Secretary of State, is responsible for administering the federal/provincial funding arrangements created by the Established Programs Financing Act. He also is responsible for the Social Sciences and Humanities Research Council. He represents the university riding of Waterloo and was the critic for the Conservatives in this area in the last parliament. His educational background includes Victoria College, the University of British Columbia, Knox College, the University of Toronto and the University of Edinburgh. He was a co-founder of CUSO and its first Nigerian coordinator. He has also been spokesperson for the Conservatives in the area of issues pertaining to the status of women.

Science and Tech

Thomas E. Siddon, the Minister of State for Science and Technology, is responsible for the Natural Sciences and Engineering Research Council. He holds a B.Sc. in mechanical engineering from the University of Alberta, an M.A.Sc. in aerospace engineering and a Ph.D. in aero-acoustics from the University of Toronto. He has been a faculty member at the University of British Columbia since 1968. He was the critic for science and technology in the last parliament, and he sits for the riding of Richmond — South Delta in British Columbia. Siddon is a long time supporter of increased funding for research and development.

Health and Welfare

Jake Epp, the Minister of National Health and Welfare, will be responsible for the Medical Research Council. He received a B.A. in history and a B.Ed. from the University of Manitoba. He was elected in 1972 for the riding of Provencher in Manitoba. He was Minister of Indian and Northern Affairs in the last Conservative government and was appointed as the person to chair the Conservative caucus committee on health in 1983. He taught high school for 11 years in Steinbach, Manitoba.

Justice & A-G

John C. Crosbie, the Minister of Justice and Attorney-General of Canada, will be responsible for dealing with the Fraser Committee on pornography, and for recommending whether or not there should be changes in Canada's censorship laws. He received an honours B.A. in economics and political science from Queen's University and a law degree from Dalhousie. He took postgraduate studies at the Institute for Advanced Legal Studies of the University of London and at the London School of Economics. He has held a variety of ministries at both federal and provincial level and was Minister of Finance in the last Conservative government. He sits for the riding of St. John's West.

Employment and Immigration

Flora I. MacDonald, the Minister of Employment and Immigration, will be responsible for administering the system by which foreign academics are admitted to Canada, and, more generally, for manpower policy, including the manpower training arrangements with provinces and community colleges. She was executive director of the Conservative Party's national headquarters from 1957 to 1966, and then an administrative officer and tutor in the Department of Political Science at Queen's. She is a past director of the Canadian Political Science Association and a member of the Canadian Institute of International Affairs, Canadian Institute of Public Affairs, and the Canadian Civil Liberties Association. She is a past president of the Elizabeth Fry Association and served as executive director of the Committee for an Independent Canada. She represents the university riding of Kingston and the Islands, and in the last parliament was a particularly vigorous critic of attempts by the Liberal government to reduce funding to postsecondary education. She introduced an amendment to C-12 to require that the Secretary of State report annually to the House of Commons on the state of federal funding for universities.

New Secretary of State Walter McLean is shown here meeting with university faculty representatives while he was private MP for Waterloo. Left to right: Dr. Peter Roe, UW; Jim McLaren, PC aide; Dr. Gordon Andrews, UW Faculty Association; Walter McLean; Dr. Terry Levesque, WLU Faculty Association.

Solicitor General

Elmer I. MacKay, the Solicitor General, will be responsible for security matters, including the creation of the new federal security agency and its relations with the university community. He received a B.A. from Acadia and an LL.B from Dalhousie. He was first elected in 1971 and is currently serving as the member for Central Nova. He was Minister of Regional Economic Expansion in the last Conservative government.

National Revenue

Perrin Beatty, the Minister of National Revenue, is responsible for administering the income-tax system and for introducing the changes in the functioning of Revenue Canada which the Conservative Party promised in the last election. He was educated at Upper Canada College and at the University of Western Ontario and was first elected in 1972. Before entering federal politics he served on the Ontario Committee on University Affairs. Last year he headed a Conservative Party task force on Revenue Canada which produced devastating testimony concerning the functioning of that department, and a lengthy series of recommendations for administrative reform which were endorsed by the 1984 CAUT Council. CAUT testified to Beattie's Task Force. He sits for the riding of Wellington-Dufferin-Simcoe in Ontario.

Youth

Andrée Champagne, the Minister of State (Youth), will be responsible for programmes of interest to youth in Canada and is likely to be a spokesperson on youth issues in general. She is an actress and has had an active career in radio, television, film, and theatre. In 1983 and 1984 she was secretary-general of the Union des Artistes. She sits for the riding of St. Hyacinthe-Bagot.

Supporting cast

There are others in the cabinet with connections with the university world although their portfolios do not give them a line responsibility for university affairs. These include **Suzanne Blais-Grenier**, the Minister of the Environment, who holds a Ph.D. in economics, a master's degree in sociology and another master's degree in social work. She is executive director of the Association Paritaire de Prévention pour la Santé et la Securité au Travail in Quebec. She has worked for Université Laval. **Gerald St. Merrithew**, the Minister of State (Forestry) is a former Education Minister in New Brunswick. **Monique Vézina**, the Minister for External Relations, is a former member of the Superior Council of Education in Quebec. **Marcel Masse**, the Minister of Communications, is a former Union National Minister of State for Education in Quebec. **Benoit Bouchard**, the Minister of State (Transport) has been both a director and a teacher in a CEGEP in Quebec. **Thomas M. McMillan**, the Minister of State (Tourism) was senior research associate for the Symons-Page Commission. **Harvie Andrée**, the Minister of Supply and Services, was formerly a professor of chemical engineering at the University of Alberta. **Ray J. Hnatyshyn**, the Government House Leader, is a former lecturer in law at the University of Saskatchewan.

Finally, it should not be forgotten that the new Prime Minister was a member of the Board of Governors of Concordia University, and in 1970 successfully defended 21 professors whose contracts were not renewed at Loyola College in Montreal.

Further Attacks on Labour in British Columbia

by Elizabeth Caskey

On May 8, 1984 the legislature in British Columbia passed amendments to the province's Labour Code which seriously erode the rights of trade unions and employees. What follows is a summary of some of the more important changes. These can be subdivided into four major categories: organizing, decertification, basic employee rights, and strikes.

Organizing

The Labour Relations Board is now required to hold a representation vote in cases, not just where 45 percent to 55 percent of the employees in a unit are members in good standing of the trade union. (Section 43 (1)) The automatic certification provision on the basis of signed membership cards has been repealed. In addition there is no time limit on when the vote must take place except that it must occur after the Board has determined whether the unit is an appropriate one for collective bargaining. (Section 43 (1)) At the same time the provisions which allowed the union to request a prehearing vote and then have the ballot box sealed pending the outcome of the hearing has been repealed. (Section 44)

The Board may also allow all employees at the time that the vote takes place to vote. (Section 55 (4) (a)) Previously the right to vote was restricted to those who were employed at the time the application was submitted. Thus there is increased potential for the employer to influence the outcome through delaying tactics and by hiring new employees prior to the vote.

There are special certification provisions covering construction projects. Automatic certification has been retained but it lasts only for the life of the project and is cancelled when it is completed. The amendments also provide that if the trade union is so certified, no other application for certification in respect to the unit can be made. (Section 45) The situation is even worse when one considers that the definition of a construction project which is "construction work that is carried out as a separate and distinct undertaking" (Section 1 (1)) would allow each separate subcontract to be designated as a construction project.

There is an increased opportunity for employers to interfere with the organizing drive by the union. The general provision in the Code (Section 5) prohibiting a "person," whether an individual, an employer, or a union from the use of coercion or intimidation has been repealed. Unions now must rely on the unfair labour practices section of the Code (Section 3) when challenging employers' activities, and in this section "person" is defined as someone who is acting on behalf of the employer. There may however be individuals who are not directly agents of the employer who may be guilty of unfair labour practices and this amendment therefore may result in fewer restrictions being placed on the activities of the employer.

Decertification

The Labour Relations Board is now required to order a representation vote of employees in a bargaining unit when not less than 45 percent of the employees sign an application for cancellation of the certification. There is no discretion on the part of the Board to refuse such a vote except for certain narrowly defined reasons. (Section 52(5))

The Board may also give voting privileges to persons who were employees within the unit at the time an application for decertification was received by the Board, but who are not employees when the vote actually takes place. This increases the potential of the employer to influence the outcome of such a vote. (Section 55 (4) (b))

The amendments to the Code give an employer the right to have the certification of a trade union cancelled where the employer has not, during the two years im-

(Continued page 21)

Women Silenced

by Brian Cameron
Amnesty International, Ottawa

On 19 December 1980, Alaide Foppa de Solorzano, a lecturer in literature at the National Autonomous University of Mexico and a well-known art critic and poet, was abducted while visiting her native Guatemala to see her sick mother. Armed men believed to be members of the security forces bundled her and her driver into a car and drove them away. She has never been seen again.

During Prisoners of Conscience Week this year (15-21 October), thousands of Amnesty International members around the world will be writing to the Guatemalan authorities asking for an independent investigation into Alaide Foppa's "disappearance." Her case is one of 12 selected by Amnesty International to publicize the plight of "Women Silenced" — women who have become victims of intimidation, illegal arrest and detention, torture and "disappearances."

In scores of nations — South Africa and Viet Nam, El Salvador and Yugoslavia, Syria and German Democratic Republic — governments take illegal and extra-legal action against women who speak out, or women who are perceived as potential opposition.

These women are of all ages, from all walks of life. They are trade unionists, housewives, journalists, physicians and lawyers. Some are victims of human rights abuses simply because they are wives, mothers, daughters, or friends of those deemed "dangerous." Others are on the forefront of social and political change, and many are leaders.

Alaide Foppa fell into both categories. One of Guatemala's most distinguished intellectuals, she had been living in exile in Mexico City since the overthrow of reformist President Jacobo Arbenz's government. Her husband, Alfonso Solorzano, (who was killed in a car accident in Mexico City in 1980), had been a minister in President Arbenz's government and the founder of Guatemala's first social security system.

Until her "disappearance" Alaide Foppa lectured at the National Autonomous University of Mexico and wrote art criticism for the Mexican newspapers *Unomasuno* and *Novedades*. She was also a distinguished translator of Italian, French, and English literature, and had published six collections of poetry. In addition, Alaide Foppa was an active feminist, being one of the founders of the Mexican feminist magazine *Fem* and the host of the radio program *Foro de la Mujer* (Women's Forum) broadcast by the university radio station. Some sources suggest that it may have been her work for this program that provoked the action against her as she had recently recorded an interview, which had not yet been transmitted, with Indian women from Quiche Province in Guatemala; this province was one of the most active areas of opposition to the then government of General Lucas Garcia.

There had been several previous attacks on Alaide's family. In 1978, there was an attempt to abduct her husband as he passed through Guatemala City airport, also on a visit to his sick mother, but he was reportedly saved by the intervention of the Mexican Ambassador to Guatemala, who was in the airport at the same time.

A year later, one of Alaide's sons, Mario, who worked as a journalist in Guatemala City, had to leave the country after his name appeared on a death-list published by the so-called death squads, and his office was machine-gunned. Both he and another son were later reported killed while fighting for the Guatemalan opposition. It has been suggested that Alaide Foppa's abduction may also have been intended as a reprisal against the family's active opposition to the government of the time.

None of the three administrations that have been in power in Guatemala since 1980 has ever conducted a thorough, independent investigation into Alaide Foppa's "disappearance."

While in exile, Alaide became an active member of the Mexican section of Amnesty International and campaigned on behalf of prisoners of conscience and victims of "disappearances," torture and executions. Now her fellow members are appealing on her behalf, as well as for other women political prisoners, such as a Buddhist nun in Viet Nam, a granddaughter of the deposed Emperor of Ethiopia, and a university law lecturer in Malawi.

While Amnesty International never claims credit for the release of a specific individual, we know from the testimony of former prisoners that our appeals have been critical factors in decisions to release prisoners of conscience or to improve their conditions of imprisonment.

As Yulia Vosnesenskaya, a former Soviet prisoner of conscience, wrote in 1982 to one of the Amnesty International groups that had worked for her release for over five years:

"Any letter or post card addressed to political prisoners, their families or to officials...plays an important role in the lives of the prisoners. It improves their position even if the letters never reach their hands.

"Even if you get discouraged from seeing no results from all your efforts," concluded Yulia Vosnesenskaya, "what you write makes a difference. We cannot live and struggle without help from other democratic countries."

Copies of appeal letters for Alaide Foppa and 11 other women are available, ready to be signed and mailed to the government authorities. Write for your free copies to: Amnesty International, 294 Albert St., Suite 204, Ottawa, Ontario K1P 6E6.

CAUT contributes this space to Amnesty International. Individual members who wish to support AI, should write to: (English-language) Amnesty International, 294 Albert Street, Suite 204, Ottawa, Ont. K1P 6E6; (French-language) Amnestie Internationale, 1800 Boulevard Dorchester Ouest, Suite 127, Montréal, Québec H3H 2H2.

SOUTH OF THE BORDER

by E. Patrick McQuaid

CAUT "Access" conference will hear one U.S. success story

Suddenly, they are all crying "uncle." For years they never knew quite what I did to make a living, if you can call it that, and despite my occasional enthusiastic discourse, they never quite found out. But now I have a sizable number of nieces and nephews who've come of age and are enroled or applying for admission to college. Two or three times they've put me on the spot, and I have come to realize that for all the years of reporting on enrolment patterns, faculty income, the shortage of engineers in the States and agronomists in the Provinces, I have really strayed from what this whole business is all about — students. Ask any student, or any parent, and they will tell you that times are tough for American higher education. Indeed, if you want there are enough shades of bleak to paint a gloomy landscape, if you use broad strokes. That picture will be accurate, but lacking in balance — a sort of impressionist abstract.

Elites' enrolment increases

Oddly enough, applications to the nation's more selective and costly campuses, have hit an all-time high. Great numbers of these applications, which command hefty processing fees, are coming from the public school sector. In a time of shrinking household budgets and a dwindling of the traditional college-age crop, bids nationwide in both sectors for limited seats are on the rise. Elites like Harvard and Stanford were forced to enrol as many as a hundred more students this term than in previous years, because they offered admission to about 600 more applicants than they had vacancies for. In all, the Education department reports that 12,330,000 students will hit the campuses this fall, and $95.5 billion will run through the fiscal system as a result.

Ask any Republican and you will learn that this is all due to an improved economy, and you learn who is to thank for that as well. A Democrat might tell you, perhaps citing the Administration's own figures, that the figures are up because of a massive influx of women, minorities, part-timers, and older folks.

Cost increase slowing?

The cost of attendance is going up, but not at the pace it has in recent years. Average tuition rates for U.S. public colleges, up 8 percent, are in the neighbourhood of $1,126, while private education will average $5,016 for the academic year, a 9 percent increase. The average, of course, levels out figures from Northeastern elites like MIT where the tab will run $10,300, and Southwestern campuses such as Galveston Community College at $120.

In addition, the College Entrance Examination Board, drawing on figures from the Consumer Price Index, speculates that inflation will increase by 5-to-6 percent. Thus, any collegiate debating team, on or off their feet, could argue yea and nay that the goals for broader access to American higher education initiated and so actively supported during the 1960s have not been met.

Tests democratize access?

The introduction of standardized testing for admission was hailed as the force behind the democratization of the selection process. In his history of the CEEB, *The College Board and the Twentieth Century*, Sidney P. Marland, Jr. wrote in 1975 that the association "has afforded to every student, from the most obscure rural high school or the depressed urban high school to the most exclusive preparatory school, a common currency for fair appraisal in the competition for educational access." In a series of 10 "Speculations" he conjures up both affirmative and anxious signs for education's future, and forsees some measure of parity by the year 2000. Similarly, Humphrey Doermann finds new evidence for new opportunities in his 1978 volume, wisely entitled *Toward Equal Access*. Both are College Board publications.

Even brighter prospects are outlined in this year's *College Choice in America*, a Harvard University Press book by economists Charles Manski and David Wise, of Harvard and Hebrew University in Jerusalem, respectively. The authors contend that a student's self-selection, as opposed to the decision of an admissions counselor, is the determinant of what kind of institution a student will attend. Chances for average secondary school students to land an invitation to an "average quality" college of their choice are three out of four. Income, they report, plays a greater role in whether students will finish college than whether they will apply or attend in the first place.

Family's finances major factor

In a scathing review of the book, the National Education Association's program development specialist, Bernard McKenna, noted that "the authors assume that data from 1972-76 continue to be relevant" and added, "given the flaws in its assumptions, criteria, and methods, this study can't be useful to anyone — student or policy-maker — in higher education.

McKenna suggests that while student choice may have played a big role in 1972 admissions patterns, "in the neediest families today, the parents are most likely making the educational choices for their college-age children — on the basis simply of trying to make ends meet."

Misguided guidance?

This summer the Pennsylvania Association of Colleges and Universities determined that the greatest influence on a student's future educational plans is the attitude of parents. Pennsylvania would have an additional 180,000 college graduates and 140,000 more students, if its enrolment rate were equal to the national average. An ambitious and sound agenda has been put together which includes sponsoring legislation to require at least one certified guidance counselor per 300 students at every high school in the state.

Poor high school counseling is why roughly 60 percent of the nation's high school graduates choose the wrong college, according to David Erdmann, undergraduate admissions chief at Rensselaer Polytech and director of the newly founded National College Counselling Project. Counselors lack the time and resources to give adequate attention to individual students, a survey of 1,100 schools found. In many instances, it is simply a case of bad advising and the Project has a four-point remedy. In an interview with *Education Week*, Erdmann said that "we found that the rich are getting richer and the poor are getting poorer when it comes to counselling."

On that same note, Ernest Boyer, President of the Carnegie Foundation for the Advancement of Teaching, commented during the release of the Foundation's study, High School, that "we are moving toward the point where a large range of low and middle-income students will have to choose college solely on the basis of what is affordable, not on the basis of what is best for them and for the country."

From Milwaukee to Toronto

There are a number of success stories worthy of note, however. In an effort to build more effective urban university and school partnerships, the National Association of State Universities and Land-Grant Colleges has sponsored an eight-city project with grants from the Ford and Exxon Education Foundations. Details of one of these partnerships, between the University of Wisconsin and the Milwaukee public school system, will be explained by Chancellor Frank Horton at the CAUT conference on university access, in Toronto Nov. 22-24.

Minister's pension proposals are okay, but...

by Edward D. Maher

The federal government published its Green Paper "Better Pensions for Canadians" in 1982 (See Bulletin, February 1983 for review). It was referred to the Parliamentary Task Force which reported in November 1983; the Report contains a minority report by Ted Miller, the NDP member of the Committee. The two papers by the Minister of Finance were tabled with the February 15 Budget and are available from the Finance Distribution Centre, 160 Elgin St., Ottawa, K1A 0G5. CAUT made a submission to the Parliamentary Task Force and it is encouraging to note that many of our proposals find support in the recommendations of the Task Force, the Budget Papers and in Miller's minority report. Apart from the level of tax exemption recommended the budget proposals are similar to those of the Task Force although quite a few Task Force recommendations are simply listed for "further study."

Report of the Parliamentary Task Force on Pension Reform. 168pp, 1983. Available from the Clerk of the Special Committee on Pension Reform, Committees and Private Legislation Branch, House of Commons, Ottawa.
Building Better Pensions for Canadians. Improved Tax Assistanee for Retirement Savings. Minister of Finance, February 1984. 51pp.
Action Plan for Pension Reform. Building Better Pensions for Canadians. Minister of Finance, February 1984. 22 pp.

OAS/GIS

The federal government has complete control over the OAS/GIS. It proposes to increase the GIS by $50 a month in two stages in 1984 for single people, the majority of whom will be women. The Task Force had recommended a monthly increase of $102. It also suggested restoring the OAS to its mid-60s level of about 20 percent of the Average Industrial Wage (AIW) at some unspecified future date; Miller would have increased it to 17 percent immediately. (Currently, it is about 14 percent.) The Budget is silent on the matter. Those with partial OAS payments — mainly immigrants — will be entitled to sufficient GIS payments so that they will not have a lower minimum ineome than other Canadians.

CPP

The proposed CPP changes will require the agreement of a specified majority of the provinces but the Minister does not appear to expect any difficulty in getting the necessary agreement for his current proposals. These are (i) to continue survivor benefits on remarriage; (ii) to split pension credits on marriage breakdown and to extend this to legal separations and the breakdown of common-law relationships; (iii) to provide for automatic credit splitting when the younger spouse reaches age 65, and finally to adjust the formula for increasing the maximum benefit so that it will equal the AIW by January 1, 1987.

The Minister stated that Task Force recommendations for a homemaker's pension, improvements in disability benefits, an increase in the period of low earnings that could be omitted in calculating benefits, and greater flexibility in the eligible age for benefits, (in the OAS as well), were complex and would require further discussion with the provinces and others. The Task Force would have reduced the minimum contribution period to 35 years from the present 40.

The Task Force recommended a homemaker's pension through the CPP based upon a national income of one-half the AIW. Miller objected on the grounds that this would simply be a subsidy to one-earner couples. He also pointed out that women's groups themselves were split over the issue. In his view an increase in the OAS and in the CPP, together with the proposed splitting of pension credits, would solve the problem.

A number of groups recommended increasing the maximum CPP benefit, including CAUT, and Miller took the same position. He points out the ambiguity in the position of the Task Force majority who refuse to recommend a CPP increase because of cost to the employer, yet by proposing a review in three years to see how much private coverage has increased seem to imply that coverage should be essentially universal, yet this too would have a cost to the employer.

Pension Benefits Legislation

The federal government proposes, after consultation with the provinces, to introduce a number of changes to its Pension Benefits Act. The act covers employers subject to federal jurisdiction such as railroads, airlines, banks, etc. The consultation is intended to try to insure that the federal and provincial legislation will be as similar as possible. It will not, however, just be a matter of trying to induce the provinces to adopt the new federal standards, since in some respects some provinces already have superior provisions to those proposed by the Minister of Finance.

For benefits earned after legislation becomes effective, both pensions and deferred pensions from defined-benefit plans would have to provide "indexing" equal to 60 percent of the increase in the CPI, subject to an annual maximum 8 percent CPI increase. The same provision would apply to annuities bought with funds from money purchase plans. The Task Force also recommended "indexing" for benefits earned in the future, but at CPI less 2.5 percent and subject to a limit of the lesser of (i) the earnings on a specified financial portfolio — the "excess earnings" approach — or (ii) a proposed measure of the economy's ability to pay, which would take into account both real wages and the relationship between those in the work force and those on pension.

Neither proposal is entirely satisfactory. Applying the new rules only to benefits earned in the future would mean that they would not be fully effective until about 2025! Otherwise the Task Force proposals are much superior to those of the Minister of Finance. CPI less 2.5 percent is superior to 60 percent of CPI where CPI increases at more than 4.2 percent. The higher the rate of inflation the greater the need for indexation, yet the budget proposal would arbitrarily cut it off at 8 percent.

Pensions are to be joint-and-last-survivor annuities with the survivor entitled to at least 60 percent of the original annuity, and survivor benefits are to continue after remarriage. There would be a pre-retirement survivor benefit equal to the termination value of the benefit, but subject to the maximum 60 percent survivor benefit so that a pre-retirement survivor would not be better off than a post-retirement survivor. Pension credits would be split on marriage breakdown as proposed for the CPP. Benefits are to be equal for men and women "retiring in identical circumstances."

Where a plan exists, membership is to be compulsory from age 25 for full-time employees with one year's service, and for part-time employees with three years of service who work at least 50 percent of the normal work period. Vesting of benefits from the employer's contribution plans, but is quite unsatisfactory for defined benefit plans. Where the latter require an employee contribution, that contribution plus subsequent earnings on that money is typically sufficient to buy the promised benefit — or more than sufficient to 45. Thus, there is no benefit arising from an employer contribution and thus no employer contribution to be vested. The present standard of 10 years serviee and age 45 is at least more honest.

The Green Paper — and the Haley Commission before that — proposed to deal with this issue by requiring that an employer must contribute 50 percent of the cost of any vested benefit. Thus, younger employees who terminated would be entitled to a refund — possibly only to a locked-in pension aecount — of any amount by which their own contributions plus investment earnings exceed the cost of the vested benefit. While not ideal that is at least a step in the right direction. (This requirement already exists in Saskatchewan.)

The Task Force only recommended that the 50-50 rule be applied at retirement. The Minister recognized that such a provision would be meaningless — by the time of retirement the employer will almost invariably have contributed more than 50 percent of the cost — but made no proposal at all. He doesn't even propose that the employer be required to refund any amount by which the employee's own contribution plus investment earnings exceed the cost of the vested benefit. This seems quite inconsistent with the requirement by National Revenue that to qualify for registration an employer must provide some — admittedly of an unspecified amount — contribution to the plan. Forcing an employee into a plan where there might be no real employer contribution for 20 to 25 years hardly looks like an improvement. Employers will be required to pay some minimum return on employee's contributions.

Requirements for the annual reporting of accrued benefits and of accumulated contributions to members, and to their spouses, and access by employers and their bargaining agent to actuarial and financial information about the plan is long overdue. It is also proposed that, where the majority so request, employers with over 300 members must provide for a representative of plan members on an advisory committee. The 300-member minimum is to "prevent an excessive burden on small employers," but it is difficult to envisage just what this "excessive burden" could be.

The Green Paper suggested some form of termination insurance, or alternatively, some provision for a priority elaim on assets by the fund, where a firm was being liquidated. Both the Task Force and the Minister rejected this recommendation although their reasons are not made clear. Since dependability is so important in the case of pensions, some form of insurance protection would seem to be very important. Such protection already exists in the United States and in Ontario. Once again, the proposed changes will not meet the highest standards already established in at least one province.

Tax Reform

The only control the federal government has over private plans which are not subject to the Federal Pension Benefits Act is through the income-tax system. It permits eertain maximum amounts to be deducted by individuals and by businesses from their income before tax, and limits the amount of a defined-benefit pension which can be paid from such funds. The tax-free deductions are also allowed to accumulate tax-free in the pension fund.

At one time the federal government imposed certain requirements on pension funds — now typically found in Pension Benefits Legislation — as a condition of granting "registration," which was necessary to qualify for the tax deduction. It gradually retreated from this approach under pressure from the provinces, which viewed it as an infringement on provincial rights.

The Green Paper, the Task Force, and the Minister all

(Continued page 7)

One Hundred and Twenty Years Of Queen's

By Michiel Horn

Among Canadian universities, certainly among those in Ontario, Queen's stands out for its special spirit. I first beeame conscious of it at football games between the Golden Gaels and the Varsity Blues two decades ago. Queen's fans seemed more raucous than those from Western, McGill or Toronto itself, and their Gaelic yell set them even further apart. There was an exuberanee to them that the Toronto supporters, the engineers always exeepted, simply lacked. I attributed it to their being from a small town, where such things as university football games were bound to seem more important than in a big city. But the fact remains that they had an impressive college spirit.

Hilda Neatby, Queen's University, vol. 1, 1841-1917: **To Strive, to Seek, to Find, and Not to Yield.** Edited by Frederick W. Gibson and Roger Graham. Montreal, McGill-Queen's University Press, 1978, 346 pp.
Frederick W. Gibson, Queen's University, vol. 2, 1917-1961: **To Serve and Yet Be Free.** Kingston and Montreal, McGill-Queen's University Press, 1983, 518 pp.

The two splendid volumes under review here give insight into the development of that spirit and many things besides, not least the social and political context in which Queen's found itself. The first, by the late Hilda Neatby, was published in 1978 but inexplicably escaped review in these pages. It deals with the years from the founding of Queen's in 1841 until 1917. Professor Neatby died in 1975, and the volume was edited from existing chapters by Queen's historians Frederiek Gibson and Roger Graham. Professor Gibson inherited the project in more than one way, for he gained the commission to write the seeond volume that Professor Neatby had barely begun. He has taken the story to 1961.

Whereas Hilda Neatby was an outsider, a non-Queen's person presumably eapable of making dispassionate judgments, Gibson was a student at Queen's and has tanght there since 1952. It is to his great eredit that his book, like Neatby's, is a model of judiciousness. Both authors show a critical spirit tempered by affeetion for their subjeet. Their books deserve a wide audience among Queen's people as well as among those interested in the history of higher education.

A good deal of the history of Queen's is that of usually inventive struggle against penury. Founded as a tiny Presbyterian college whose main purpose was to prepare men for the ministry, it became nondenominational in 1912. During the intervening seven deeades the institution gradually expanded. Its eourse was never easy, however, and at times its very future seemed in doubt. In its first half-century Queen's lived almost from hand to mouth, sustained by gifts, student fees, occasional grants from the government and a small endowment income. Grants from the government ended soon after Confederation, as the province of Ontario directed public funds to the University of Toronto.

Neatby attaches major importance to the contributions of two principals. Of William Snodgrass, who served from 1864 to 1877, she writes: "If a man's worth is to be measured by the evils he averts as much as by the triumphs that he celebrates, Queen's has had no greater principal." During his tenure in office women first registered at Queen's, which thereby beeame a pioneer in this area.

If Snodgrass was important to the survival of Queen's, his sueeessor, George Munro Grant, made a crueial contribution to its growth. Grant was as well known in his time as any university administrator is ever likely to be, and

(Continued page 13)

Robert Alexander, President Microtel Limited; Marguerite Ford, Vancouver alderman; William Saywell, President, Simon Fraser University; George Pedersen, President, UBC.

B.C. Day of Concern takes polite approach

by Michelle Morissette

The president of the University of British Columbia has called on the provincial and federal governments to enter into a renewed partnership with the province's universities, one that would be based on cooperation rather than confrontation. Speaking to some 300 people at a Day of Concern rally at Vancouver's Robson Square, George Pedersen stressed that while B.C.'s universities are definitely suffering due to provincial funding cutbacks, there is nothing to be gained from government-bashing.

Too dependent?

"In my view Canadian universities have become too dependent upon government for operating revenues and must, therefore, encourage the private sector, the public and our alumni to become more involved in supporting higher learning," he said.

"In this regard, those of us in the universities must do a better job of communicating, for we have not explained sufficiently the great contributions that higher learning, scientific research, and technical innovation make to the overall economy."

Pedersen said that while the universities and business and industry have been forging increasingly closer relationships in developing cooperative programs as well as in developing ideas and expertise they must now move to bring government at both levels into this partnership in new and better ways.

"Support for our universities is vital, if we wish to enjoy a healthy and productive economy, if we wish to keep pace with our neighbours around the world and if we wish to generate the ideas necessary to address many of the social and economic difficulties that trouble us today," he said.

"I would like to invite the provincial government and its federal counterpart to enter into a renewed partnership with us that will be marked not by confrontation but by cooperative searching for solutions."

Pedersen's low-key approach marked the tone set at the Vancouver rally sponsored by the faculty associations at all three B.C. universities.

The low-key approach

Designed to inform the general public of the plight of B.C.'s creases, an all-loan student aid propressure the university to make our were no placard-waving mobs, no noisy demonstrations, no abuse-hurling hecklers. Speakers from the university administrations, the business community, the student body, the arts, and the community simply spoke briefly and directly about the current state of affairs at the universities.

Robert Alexander, president of Microtel Ltd., one of the largest high-tech firms in B.C., spoke about the need for an increasingly strong relationship between business and the universities, given the speed at which technology is developing.

Industry can no longer afford to provide on-the-job-training for graduates, he said. In fact technology is developing so rapidly that there must be corporate involvement in actual university training in total cooperation with specific faculties, so that new recruits can be productive immediately.

"We don't want to dominate university research and development," he said. "But we do see that 10 to 20 percent of the universities' technological programs could be directed towards industry. In this time of constraint we expect the university to turn much more to industries such as ours to help them."

According to Alexander, high-tech industries in B.C. alone will require more than 5,000 graduates within the next five years.

William Saywell, president of Simon Fraser University spoke about the need to look towards universities as institutions which could help solve economic and social problems rather than as part of the problem.

He said the nations which have best survived the economic recessions such as Japan and China had all invested heavily in higher education, viewing such investments in economic terms.

Participation down

Howard Petch, president of the University of Victoria delivered statistics which showed that B.C.'s participation rate at university is 72 percent of the Canadian average; that while B.C.'s share of Canada's population in the university-age group has grown by 30 percent in the last 20 years, the proportion of university degrees awarded has declined by 14 percent.

He further showed that young people graduating from high schools outside the metropolitan areas are less likely to attend university. Only 40 percent come from rural areas.

Marguerite Ford, a Vancouver alderman stressed the need for academic freedom within the province's universities, stressing the need for scientific research for its own sake rather than for immediate commercial profit.

The born lucky

Margaret Copping, president of UBC's Alma Mater Society stressed that faced with tuition fee increases, an all-loan student air propressure the university to make our ever increasing cost of living many students are choosing not to go to university.

"Getting a university education is increasingly being limited to the fortunate of birth," she said.

Current figures do appear to show a slight decline in attendance at B.C.'s universities this year.

While enrolment increases have been dramatic at postsecondary institutions here in the past, current figures show that fewer students are choosing to go to university.

The most dramatic example of the current trend is at the University of Victoria where first-year enrolment is down by 18 percent from last year. When all years are added in, the overall decrease amounts to 2.4 percent.

During the past eight years the university attendance had been growing by 8 percent, compounded over eight years.

At the University of B.C., where enrolment last year jumped by 7 percent last fall, overall enrolment is down by about 1 percent from what it was last year.

At Simon Fraser University which had a 3.3 percent increase in undergraduate enrolment last year, the expectation is that enrolment will remain static or decrease slightly.

Students strike back

Meanwhile, a group of students at UBC has organized a tuition fee strike in which students would pay 1983-84 fees to a strike committee, which will keep the money, in order to pressure the administration to reduce tuition fees to 1983 levels.

Fees at UBC have been raised by 33 percent this year and plans call for additional 30 percent increases during the next two years.

Strike spokesman Barbara Waldern said the committee is hoping to gain support from more than 1,000 students in order to deny the university over $1 million in funds.

"That's the only way we can pressure the university to make out tuition fees more affordable," she said.

Administration spokesmen said they don't expect the strike to gain much support since the average student knows the university raised its tuition fees because it needs the money, not in order to make life difficult for students.

Maher on pensions — from page 6

recognized that the tax benefits under different types of pension plans were quite inequitable. Using the Minister's figures a defined benefit pension could be $60,000, and if it were non-contributory, the employee could get about another $13,000 through an RRSP. Furthermore, employees can make contributions for past service, and the employer is entitled to contribute at any time whatever amount is necessary to fund the promised pension.

On the other hand contributions to money purchase plans have annual limits for employer, employee, or those who do not contribute to an employer plan; no contributions for past service are possible. Employers and employees can each contribute $3,500, which will produce a pension of about $27,000, while a non-member can contribute a total of $5,500, which would provide a pension of about $21,000.

The Minister's proposal is to combine the employer's and the employee's contribution for each person, and to permit a maximum annual deduction by 1988 of $15,500, regardless of the type of plan. Under this arrangement money-purchase plans could provide a maximum pension roughly equivalent to the $60,000 maximum for defined-benefit plans.

The Task Force had recommended equal treatment, but proposed that the standard be that currently available through an employer money-purchase plan. This would have meant reducing the maximum defined-benefit pension to about half its present level. The Chairman subsequently admitted that was "rather draconian."

After 1988, both contribution limits and the maximum defined-benefit limit would be indexed to the AIW. Effective next year the $3,500 limit on employee contributions to defined-benefit plans would be removed. The individual would earn a contribution entitlement each year — from age 18 to age 70 — equal to 18 percent of his earned income. The entitlement could be carried forward and used anytime; it would be updated annually in relation to increases in the AIW.

Since an employer does not make a specific contribution to a defined-benefit plan on behalf of each specific employee, the Minister specifies that each dollar of benefit earned will be assumed to have a cost of $9. When an employee terminates, the vested benefit will be valued, and if it is less than the previously deemed cost, then the individual's contribution entitlement will be appropriately increased.

The Minister seems to think this solves the problem of no employer contribution by the employer on behalf of younger employees — as discussed above — but it does not. It restores an entitlement, but, of course, provides no money to enable the employee to make use of it. The Minister proposes to create a Registered Pension Account to which employers could contribute and where funds could only be withdrawn through a pension. RRSPs will continue to be available — the Task Force would have abolished them.

1985 to 1988 will be a transition period with the new arrangements being fully effective from 1989. There is no provision for applying the new rules to service prior to 1985. It is considered to be impractical to obtain the earnings data and pension-contribution amounts for the earlier periods. Nevertheless, this means that people who are not in good defined-benefit plans and are approaching retirment age, will gain little from the new system.

Of course, we only have budget papers and not proposed legislation. While most of what is proposed is likely to be generally acceptable, not only to the other political parties, but also to the business community, there are clearly details to be worked out, so legislation (except for the GIS change) seems very unlikely this year. Thus a January 1, 1985 start is probably optimistic.

On the whole, the proposals by the Minister are reasonable and desirable. However, there are significant defieiencies. Most of the proposals will only affect future pension accruals and thus will be of little benefit to those retiring in the remainder of this century. An increase in the CPP maximum — as recommended by many — could have provided earlier benefits. The revisions to the federal Pension Benefits Act will not incorporate all of the improvements already in effect in some provinces. Proposed vesting requirements are unsatisfactory and actually misleading. Indexing requirements will not meet reasonable minimum standards.

(Edward D. Maher is a member of the Faculty of Administration, University of New Brunswick, and a former treasurer of the CAUT.)

CAUT Arbitration Service

by Howard Snow

Over the past several years CAUT has been increasingly called on to assist local faculty associations in arbitrations. The CAUT Council moved to rationalize the delivery of services in this area in 1982, through a formal policy. The Council also wanted to be able to provide access to counsel at a reasonable cost. The policy was reviewed and extended for a year in 1983, and adopted on a permanent basis in 1984.

Five specific issues

Under the Arbitration Service, CAUT will provide staff counsel for any arbitration or binding hearing requested by one of its local member associations, to argue cases involving five specific issues: **dismissal, denial of tenure, non-renewal of a probationary contract, lay-off, or discrimination.**

The major costs for this service are borne by CAUT, which pays for the salary and travel of staff counsel. The local association is asked to pay accommodation costs.

In addition CAUT will supply staff counsel to argue other arbitration or binding hearing cases subject to availability of staff. In such cases, the local association pays for the appearance of counsel at hearings, as well as accommodation costs. The current appearance charge ranges from $77 to $338 per day, depending on the number of members in the local Association. There is no charge for time involved in preparation or travel.

Local keeps control

The CAUT staff counsel acts for the local association and is governed by the principles of solicitor/client relations. It is anticipated that the CAUT and the local will collaborate in handling the case although, of course, the local association may reassume the responsibility at any time.

Under the policy, requests for staff counsel should be directed to the Associate Executive Secretary (Collective Bargaining) of CAUT. Requests should include the local association's judgment of the importance of the case and its prospects for success. The latter two items are particularly important in the event that there is an issue with respect to the availability of staff.

Walking softly, and...

The arbitration service has been used regularly by associations since its inception in 1982. CAUT staff has been involved in a number of ways: advice by telephone, letter, or in person. Providing representation in the grievance procedure, or at formal presentations before non-binding "grievance committees," as well as at formal binding hearings.

The evidence indicates that there is a growing amount of "business" directed to the CAUT. During its review of the service, in preparation for the 1984 CAUT Council, the Collective Bargaining Committee concluded that "it seems likely, although not provable, that university administrations are more prepared to make reasonable offers of settlement, because they know that the local association can count on the CAUT to take the matter to arbitration if reason does not prevail."

Howard Snow is a Professional Officer of the CAUT.

Rising Social Costs: Experts' Report

by Edward D. Maher

Into the Twenty-First Century: The Development of Social Security. International Labour Office, Geneva, 1984. 115 pp. 22.50 Swiss francs.

This is a particularly good report produced by 10 experts from industrial countries, including one from Canada. They point out that the costs of social security have been increasing rapidly not only because of increased coverage of both persons and risks but also because of the maturing of pension systems, the aging of the population, the growth of family breakups and technological developments in medicine.

Some of these changes can be expected to continue leading to further cost increases. They point out that the recent recession has created further pressures by increasing demands — for unemployment compensation and welfare — and by reducing revenues. However in their view the present "crisis" is basically a result of lower economic growth and increased unemployment and it is improper to make social security the scapegoat and ignore the growth of public expenditures in other sectors and in private plans.

The group bases its recommendations on the assumption that economic growth will resume but that it will not reach the levels of the 1950s and 1960s. Most of the recommendations were unanimous. What follows is a summary of those likely to be of most interest to CAUT members.

The risks group members consider not adequately provided for currently are legal costs, certain educational costs for mature students and protection from arbitrary eviction from home or farm or arbitrary dismissal from employment. They suggest that as society becomes richer, a higher proportion of income is needed to provide for pensions and health care as people live longer. The richer people are, the greater the protection they appear to seek. The authors consider it unacceptable to replace universal rights wholly with income-tested rights, since they believe this could polarize society, with some people having generous employer-provided benefits.

Private pension rights and benefits earned should be fully protected and there should be transferability among plans and "some measure of inflation protection." Pensions should be related to an index of earnings or gross domestic product per head rather than to the CPI. There should be an enlargement of bilateral and multilateral agreements among nations to achieve greater comparability and coordination among plans, so that benefits earned in one country could be transferred to another.

They recommend that men and women should be treated equally, and that absence from the labour force to care for children or the disabled should be recognized, but jointly-earned benefits should be shared and paid separately. There should be more extensive provision for training and retraining allowances, followed by unemployment compensation without time limit, but with the eventual removal of the "suitable work" provision and a reduction of benefits where these are high compared to potential earnings.

Disability benefits should be based on the degree of disability rather than on its cause. Compulsory retirement solely on the basis of age should be abolished. Employees and the self-employed should have the option, after an appropriate age, of reducing their working hours and employment income and qualifying for a partial pension during this transition period to full retirement.

They recommend contribution financing for earnings-related benefits and tax financing — preferably by a progressive tax system — where the objective is to cover the entire population. They recognize a role for supplementary private insurance but a majority would eliminate the tax concessions for such plans. They do not favour the contracting out of social insurance coverage requirements.

(Edward D. Maher is a member of the Faculty of Administration at the University of New Brunswick, and a former treasurer of the CAUT.)

La puce à l'oreille

par Eric Devlin

Concordia a un contrat, à quand le tour de McGill?

La Concordia University Faculty Association (CUFA) a obtenu une première convention collective en avril dernier , trois ans après avoir été accréditée. CUFA n'est donc plus une associ'ation de professeurs comme il en existe encore dans certaines universités anglophones du Canada mais bien un syndicat. Ce statut juridique prévaut dans toutes les universités francophones du Québec.

Mais cette première convention collective est plus qu'un simple gain syndical. Selon Terry Fancott, représentant du syndicat au conseil d'arbitrage, le rattrapage salarial permettra de retenir et même d'attirer de nouveaux professeurs compétents. En génie et en informatique par exemple, 15% des postes ne sont pas comblés.

"Il en allait de la survie de l'université", affirme Terry Fancott. "Même des doyens de faculté nous souhaitaient en secret de gagner!"

Les professeurs sont généralement satisfaits de leur nouvelle convention collective. Il faut dire que les professeurs de Concordia étaient les plus mal payés du réseau universitaire québécois avec Bishop's. Le chiffre de 23% de différence avait été avancé. Leur charge d'enseignement était de 18 crédits par année.

"Cependant nos calculs indiquent que le salaire moyen à Concordia demeure encore inférieur d'environ mille dollars par rapport à celui en vigueur à l'Université de Montréal malgré que la moyenne d'âge de nos professeurs soit plus élevée d'un an," explique Terry Fancott.

La faute au contexte économique

Il aura fallu trois ans de dure négociation pour que L'Université Concordia et CUFA en arrive à une entente. Pour Terry Fancott, le contexte économique met l'université sous une grande pression. "Cela se reflète alors sur les professeurs à qui l'on demande plus de visibilité et de productivité. La sagesse ne tient plus comme à Oxford en 1934! Les professeurs sont donc obligés de se syndiquer," répond Terry Fancott.

Mais la signature d'une première convention a eu pour effet de renforcer l'identification des membres à CUFA. Six candidats compétents se sont présentés à un poste à l'Exécutif alors qu'auparavant il était difficile d'en trouver un seul.

La situation dans le réseau

La prochaine négociation est envisagée de façon plus sereine par CUFA, "Cela va être beaucoup plus facile," croît Terry Fancott. Les clauses normatives sont à l'essai tandis que les salaires vont nous être en quelque sorte imposés par le ministère de l'Éducation. Nous allons devoir prendre ce que Québec va nous donner."

Les pronostics de Terry Fancott sont fondés si l'on regarde les négociations en cours dans le réseau universitaire québécois. Règle générale, c'est le statu quo et les augmentations salariales se limiteront à l'indice des prix à la consommation moins 1,5%.

Seuls les professeurs de l'Université Sherbrooke éprouvent des difficultés à s'entendre avec l'administration. L'Université dit éprouver des difficultés financières historiques auxquelles s'ajoutent les exigences du ministère de l'Éducation contraignant les universités à réaliser l'équilibre budgétaire.

Par ailleurs, l'existence de trois regroupements de professeurs dans une même université pose certains problèmes. En effet l'Université de Sherbrooke compte une Association des ingénieurs-professeurs des Sciences appliquées, une Association des professeurs de la Faculté de médecine et un syndicat des professeurs qui regroupent les autres facultés.

Impact sur McGill?

Avec la syndicalisation des professeurs de Concordia, McGill demeure la seule grande université du Québec à ne pas avoir de syndicat. Et il semblerait que demain n'est pas la veille. "Nos relations sont excellentes avec l'administration," affirme Roy N. Morrison, président de la McGill Association of University Teachers (MAUT). "De toute façon, même le principal de l'Université est membre de MAUT. Nous arrangeons donc nos affaires dans un esprit de collégialité," poursuit Roy Morrison. En fait, pour ce dernier le problème ne vient pas de l'Université mais plutôt du budget gouvernemental.

Présentement les professeurs de McGill révisent leur contrat avec l'Université. Les professeurs de McGill sont en moyenne plus âgés et plus scolarisés que leurs confrères des autres universités du Québec. Les professeurs sont prêt à accepter une hausse salariale plus faible à la condition qu'aucun poste ne soit coupé.

Mais si les salaires n'augmentent pas substantiellement au cours des prochaines années, l'Université McGill deviendra moins concurrentielle pour attirer de nouveaux professeurs par rapport aux autres universités nord-américaines. Roy Morrison reconnait cette situation mais comme il le faisait remarquer, "le contexte économique est le même pour toutes les universités américaines. Malgré tout, McGill demeure encore un nom attirant."

Nominations universitaire permanentes et leur but

(Suite de la page 23)

31. La procédure de renvoi est-elle compliquée au point de ne devoir jamais s'utiliser?

La procédure de renvoi n'est pas compliquée au point que, dans la pratique, les membres permanent du corps professoral ne seront jamais renvoyés. Le recours relativement infréquent à la procédure de renvoi ne signifie pas que la permanence protège ceux qui mérient d'être renvoyés. Ces professeurs vont souvent démissionner volontairement de sorte qu'il ne sera pas recouru à la procédure de renvoi. Ces cas sont rarement rendus publics, bien qu'ils puissent être connus de l'ACPU. Le public n'entend parler que de l'occasionnelle spectaculaire affaire de renvoi et peut conclure à tort que les permanents ne sont jamais ou rarement renvoyés. L'arbitrage n'est ni coûteux, ni compliqué ni long au point de décourager les universités de chercher à renvoyer un professeur s'il semble exister un motif suffisant. Un certain nombre d'arbitrages de renvoi bien conduits tenus dans les universités ces dernières années ont montré que, même s'ils ne sont jamais agréables, ils assurent un moyen équitable de licencier des professeurs fort insatisfaisants. Ils montrent à la collectivité universitaire et au public que les universités ont et utilisent une procédure équitable pour conduire de façon responsable leurs propres affaires.

Approuvé par le Conseil ACPU mai 1984

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A call to arms

"...It is widely recognized that democracy is a fragile institution which requires continual vigilance for its preservation. It is also widely recognized that free collective bargaining is an essential element of democratic society. Events of recent years have raised doubts about the future of free collective bargaining and thus of Canadian democracy itself. Legislation introduced by Canadian governments has restricted, undermined or destroyed altogether the bargaining process. Moreover, there are ominous signs that these actions, most of which were undertaken as temporary and drastic measures, may continue indefinitely. The Canadian Association of University Teachers believes that this threat to our rights and freedoms must be resisted with great vigour by all who cherish our democratic way of life."

Motion passed by CAUT Board, November 1983

Appel aux armes

"On reconnaît partout que la démocratie est une institution fragile dont la préservation exige une constante vigilance. On reconnaît partout également que des négociations collectives libres constituent un élément essentiel de la société démocratique. Les événements intervenus depuis quelques années portent à douter de l'avenir des négociations collectives libres et, partant, de la démocratie canadienne même. La législation adoptée par les gouvernements canadiens a restreint, sapé ou détruit complètement le processus des négociations. En outre, il existe des signes inquiétants qui font penser que ces gestes, intervenus pour la plupart à titre de mesures temporaires et énergiques, vont peut-être se continuer indéfiniment. De l'avis de l'Association canadienne des professeurs d'université, tous ceux qui chérissent notre mode de vie démocratique doivent résister avec une grande vigueur à cette menace qui pèse sur nos droits et libertés."

—Résolution adoptée par l'ACPU novembre, 1983

Guidelines on Collective Bargaining

The CAUT recognizes that collective bargaining can be an effective means to obtain its objectives — to defend academic freedom and "to promote the interests of teachers and researchers in Canadian universities and colleges, to advance the standards of their profession, and to seek to improve the quality of higher education." It is particularly important that faculty associations seeking to secure a collective bargaining agreement either through voluntary recognition or through certification should ensure:

1. That the objectives of the proposed collective agreement be made clear to the membership and agreed to by them before a formal request for voluntary recognition or certification is made. (This does not preclude assistance to faculty associations who have taken the legal steps to obtain certification prior to the passing of the Interim Policy Statement.)

2. That the terms of any agreement ensure that the conditions of employment sought allow the realization and defence of the principles of the CAUT, in particular: (a) explicit guarantees concerning academic freedom and tenure as defined by the CAUT through its policy statements and guidelines regarding appointments and other matters involving the contractual, academic and individual rights of professors; (b) procedures and provisions which ensure the participation of faculty members in the governance of the university including formal participation by faculty members in the governmental structure.

3. That the terms of any agreement ensure the creation of a clearly defined procedure for the prompt consideration of problems and grievances to which any affected individual faculty member or group of faculty shall have full access.

4. That the collective bargaining agreement should guarantee the right of the individual to proceed himself to arbitration in cases of dismissal for cause.

5. That each local association engaged in collective bargaining should include in its constitution or its by-laws a provision that, in the case of a grievance which involves non-renewal, denial of tenure or refusal of promotion leading to non-renewal, where the local has the sole power to decide whether or not there will be an arbitration of grievances, the individual concerned may appeal to a committee of the CAUT President and the persons chairing the AF&T and Collective Bargaining Committees of CAUT from a refusal by the local association to proceed to arbitration. It should be provided that the Committee may request the local to submit the matter to arbitration.

6. That the CAUT endorse the principle of one-man arbitration in collective agreements provided that a three-man panel be available as an option to either party in arbitrations involving non-renewal, denial of tenure, denial of promotion leading to non-renewal and dismissal for cause. Such an option would also be preferable for collective grievances brought by the Association (union grievances).

7. That CAUT reaffirm the principle endorsed in the Policy Statement on Academic Appointments and Tenure that arbitrators should be chosen outside the particular university where the case occurs. Such arbitrators should be familiar with the customs, practices, nature and spirit of the academic community.

8. That there should be provisions in the agreement to accommodate affirmatively asserted conscientious objection to membership in the association, through an arrangement whereby the dues are remitted either to the association or to an alternative recipient agreed to by both the association and the university.

9. That each local association engaged in collective bargaining should include a ratification clause either in its constitution or its by-laws and this clause should specify: (a) that there should be a meeting of those in the bargaining unit called by the faculty union executive with a minimum forty-eight hours notice, to explain the terms agreed with the university's negotiators, and that it should be specified that this meeting is for information and discussion, but not amendment or referral; (b) that on a working day soon after the meeting (not on the same day as the meeting) a ratification vote should be held by secret ballot. A majority of those voting should decide acceptance or rejection; and subject to the provisions of provincial labour legislation, the local should decide, well before the ratification vote is necessary; (c) who shall vote (e.g. whether all those in the unit or only members, may vote; whether those on leave may vote); (d) what procedures will be used for the conduct of the vote (e.g. whether balloting will be conducted by mail or at ballot boxes, period of voting, counting, etc.)

10. That fee-paying non-members who are included in the bargaining unit should receive CAUT collective bargaining services. (This applies when the local association has secured the Rand formula.)

— Council resolution (1974) Revised May 1975, May 1984

Directives en matière de négociation collective

L'ACPU reconnaît que la négociation collective peut être un moyen efficace d'atteindre ses objectifs, c'est-à-dire de défendre la liberté universitaire et "de défendre les intérêts des professeurs et des chercheurs des universités et collèges du Canada, de travailler au relèvement des normes de leur profession et de chercher à améliorer la qualité de l'enseignement supérieur au Canada." (Règlement de l'ACPU Section 11.2.1.). Il est particulièrement important que les associations de professeurs lorsqu'elles s'efforcent d'aboutir à la signature d'une convention collective, soit par le biais de la reconnaissance volontaire, soit par le biais d'une accréditation, fassent en sorte:

1. Que les objectifs de la convention collective en vue soient clairement expliqués aux membres et reçoivent leur approbation avant la demande officielle de reconnaissance volontaire ou d'accréditation. (Cela n'interdit pas d'aider les associations de professeurs qui avaient déjà pris les dispositions prévues par la loi pour obtenir l'accréditation, avant l'adoption des présentes directives.)

2. Que les termes de la convention garantissent, en ce qui concerne les conditions d'emploi, la réalisation concrète de la défense des principes de l'ACPU, et comportent en particulier: (a) des garanties expresses touchant la liberté universitaire et la permanence, telles qu'elles sont définies par l'ACPU dans ses énoncés de politique et ses directives touchant les nominations et les autres questions relatives aux droits contractuels, professionnels et individuels des professeurs; (b) des mécanismes et dispositions propres à assurer la participation des professeurs à la gestion universitaire et notamment leur inclusion formelle à l'appareil gouvernemental (de l'université).

3. Que les termes de l'accord garantissent la création d'une procédure nettement définie en vue de l'étude expéditive des problèmes et des plaintes, procédure qui serait pleinement accessible à tout professeur ou groupe de professeurs en cause.

4. Que la Convention collective garantisse à tout professeur le droit de recourir personnellement à l'arbitrage dans les cas de révocation motivée.

5. Que chaque association locale qui s'occupe de négociations collectives insère dans sa constitution ou ses statuts une disposition portant que, dans le cas d'un grief relatif au non-renouvellement d'une nomination, au refus de la permanence ou au refus d'une promotion entraînant le non-renouvellement d'une nomination et si l'association locale a seule le pouvoir de décider si un grief sera soumis à l'arbitrage, l'intéressé peut en appeler à un comité constitué du Président de l'ACPU et des présidents des Comités de la liberté universitaire et permanence de l'emploi et de la négociation collective du refus de l'association locale de recourir à l'arbitrage. Il devrait être prévu que le Comité peut demander à l'association locale de soumettre l'affaire à l'arbitrage.

6. Qu'il soit clair que l'ACPU approuve le principe de commissions d'arbitrage composées d'une seule personne en matière de convention collective, à condition que chacune des parties ait la possibilité d'opter pour une commission de trois membres dans les causes de non-renouvellement, de refus de la permanence, de refus d'avancement aboutissant au non-renouvellement et de révocation motivée. Une telle option serait également préférable dans les cas de griefs collectifs présentés par l'Association (revendications syndicales).

7. Qu'il soit clair que l'ACPU exige, conformément à l'énoncé de principes relatif à la nomination des professeurs et à la permanence de l'emploi, que les arbitres soient choisis à l'extérieur de l'Université où le litige se produit. De tels arbitres doivent être bien au courant des usages, des méthodes, de la nature et de l'esprit du milieu universitaire.

8. Que la convention collective prévoie que les professeurs qui refusent par principe d'appartenir au syndicat puissent remettre les cotisations soit au syndicat, soit à un autre bénéficiaire accepté par le syndicat et par l'université.

9. Que chaque association locale engagée dans le processus de la négociation collective inclue une clause de ratification, soit dans sa constitution soit dans ses règlements, et que cette clause stipule: (a) que l'exécutif du syndicat des professeurs convoque une réunion des membres de l'unité de négociation au moins quarante-huit heures à l'avance afin d'expliquer les termes de l'entente avec les négociateurs de l'université et que l'objet de cette réunion soit la discussion et l'information mais non la présentation d'amendements ou de motions de renvoi; (b) qu'un vote de ratification au scrutin secret doit avoir lieu un jour ouvrable peu de temps après la réunion (mais pas le même jour que la réunion). La majorité des votants doit décider du refus ou de l'acceptation de l'entente;

Et, sous réserve des dispositions de la législation provinciale du travail, le groupe syndical doit déterminer, longtemps avant la date du vote de ratification: (a) qui peut voter (c'est-à-dire tous les membres de l'unité de négociation ou seulement les membres du syndicat; ceux qui sont en congé...); (b) quelle sera la procédure de vote (vote postal au moyen d'urnes, période de vote, comptage des voix, etc.).

10. Que les non-membres cotisants qui font partie de l'unité de négociation devraient bénéficier des services de négociation collective de l'ACPU. (Ceci s'applique lorsque l'association locale a obtenu la formule Rand).

Résolution du Conseil, mai 1974 Révisée mai 1975, mai 1984.

Collective bargaining in Canadian universities

by Robert Léger

Prior to the 70s, few faculty associations were certified as unions under the various labor codes. It is not the same today. Excluding the provinces of Alberta and British Columbia, which are special cases, there are about 40 associations that are certified and 20 that are not. That means that about 60 percent of the affected professors are members of unions.

In British Columbia

It is still illegal in British Columbia for a faculty association to be certified. That is why the professors at the University of British Columbia and Simon Fraser have a special agreement with their respective employers. The UBC agreement provides for arbitration if the parties are not able to reach agreement on certain conditions of employment.

In Alberta

Alberta is also a special case. Recently, the provincial government modified the University Act to give faculty associations certain rights in representing their members. Professors and their employers must negotiate conditions of employment: salaries, benefits, and grievance procedures. As part of the first negotiations, they must also decide procedures for settling any future negotiation deadlocks. That can include strike, lockout, or arbitration. At the University of Calgary a memorandum of agreement is about to be signed concerning the first collective agreement under the new law.

At the moment, all certified associations have collective agreements in force, except at Mount Allison University where negotiations are continuing on a first contract. As for the non-certified associations, little change is foreseen for the year, except perhaps at the University of Toronto where professors are currently studying the whole question of certification of their association.

Administration of the agreement

Since many associations have already renewed their contracts several times, the administration of the collective agreement has taken on increasing importance over the years. More care is being given to grievance procedures, and CAUT's arbitration service is used more and more.

Governments

In certain provinces, all associations, certified or not, have had to put up with the intrusion of the provincial government into the negotiation process. In Québec, Newfoundland, and Ontario, salaries have been either frozen or reduced, and collective agreements have been extended by government decree. This year, Ontario has issued a guideline that salary increases should not exceed 5 percent. This guideline is considered binding by most employers. In British Columbia, university funds have simply been cut. All this is happening while the number of students is growing, with the result that services to students will decline in quantity and quality.

In the near future, professors and librarians will have to come to grips with a new challenge: The elimination of the mandatory retirement age. It is possible that the next application under the Charter of Rights will lead to abolition of mandatory retirement on grounds of age. What is the opinion of university faculty on this question? It is becoming urgent that our negotiators give careful attention to the matter. CAUT is concerned and will produce several study papers.

For many years, the collective bargaining committee of CAUT has been studying the problems of negotiations by certified and non-certified faculty associations. It has produced many reorts on the subject and given its advice to the CAUT board of directors. For example, the committee has written a model clause on grievance procedures, and revised the policy statement on academic appointments and tenure. The committee also helps in the preparations for the annual collective bargaining conference.

As already noted, questions of negotiating are important to both certified and non-certified associations, because all professors and librarians negotiate agreements in one fashion or another. For example, the faculty association of the University of Waterloo, which is not certified, is presently studying the Savage-Mullen report which recommends guidelines on such matters as tenure, access to information, ethics, promotion, etc.

Robert Léger is a Professional Officer of the CAUT.

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES
NEGOCIATIONS COLLECTIVES DES PROFESSEURS DES UNIVERSITES CANADIENNES

(Explanation of listings/Explication du contenu: (1) University/Université; (2) Association-union, Association-syndicat; (3) Affiliation; (4) Certification date/Date d'accréditation; (5) Approximate number in bargaining unit/Nombre approximatif dans l'unité de négociations; (6) Status of collective agreement as at Sept. 20, 1984/Etat de la convention collective en date du 20 septembre 1984.)

ACADIA: Acadia University Faculty Association; Canadian Association of University Teachers (CAUT); July 1976; 210; one-year agreement expires June 30, 1985.

ALBERTA: Association of Academic Staff of the University of Alberta; CAUT; Statutory recognition February 1982; 1,897; indefinite — salary and benefit negotiations on annual basis.

ALGOMA: Algoma University College Faculty Association; CAUT; March 1976; 24; negotiations in progress.

ARMAND FRAPPIER: Association des professeurs de l'Institut Armand Frappier; Federation des associations de professeurs des universités du Québec (FAPUQ/Association canadienne des professeurs d'université (ACPU); Février 1979; 32; en train de négocier.

ATHABASCA: Athabasca University Faculty Association; CAUT; statutory recognition February 1982; 90; indefinite — salary and benefit negotiations on annual basis.

BISHOP'S: Association of Professors of Bishop's University; FAPUQ/CAUT; March 1976; 73; four-year agreement expires December 31, 1986.

BRANDON: Brandon University Faculty Association; CAUT; January 1978; 184; two-year agreement expires March 31, 1985.

CALGARY: The University of Calgary Faculty Association; CAUT; statutory recognition February 1982; 1,175; one-year agreement expires June 30, 1985.

CAPE BRETON: College of Cape Breton Faculty Association; CAUT; voluntary recognition October 1975; 54; still negotiating. Letters of understanding re salaries and benefits.

CARLETON: Carleton University Academic Staff Association; CAUT; June 1975; 641; three-year agreement expires April 30, 1985.

CONCORDIA: Concordia University Faculty Association; FAPUQ/CAUT; January 1981; 750; one-year agreement expires Dec. 31, 1984.

DALHOUSIE: Dalhousie Faculty Association; CAUT; November 1978; 730; negotiations in progress.

HEARST: Association des professeurs d'université de Hearst; ACPU; Novembre 1982; 12; en train de négocier.

INSTITUT NATIONAL DE LA RECHERCHE SCIENTIFIQUE: Syndicat du personnel de l'INRS; Centrale de l'enseignement du Québec (CEQ); Mai 1973; 77; une convention de trois ans se termine le 28 février 1986.

LAKEHEAD: Lakehead University Faculty Association; CAUT; September 1979; 269: negotiations in progress. Professional Librarians; CAUT; September 1979; 11; negotiations in progress.

LAURENTIAN: Laurentian University Faculty Association; CAUT; July 1979; 256; negotiations in progress.

LAVAL: Syndicat des professeurs de l'Université Laval; FAPUQ/ACPU; Janvier 1975; 1,100; une convention de trois ans de termine le 30 mai 1986.

LETHBRIDGE: University of Lethbridge Faculty Association; CAUT; statutory recognition February 1982; 218; indefinite — salary and benefit negotiations on annual basis.

MANITOBA: University of Manitoba Faculty Association; CAUT; November 1974; 1,161; two-year agreement expires March 31, 1985.

MONCTON: Association des bibliothécaires et professeurs de l'Université de Moncton; ACPU; Octobre 1976; 255; en train de négocier.

MONTREAL: Syndicat général des professeurs de l'Université de Montréal; FAPUQ/ACPU; Juillet 1975; 1,000; une convention de trois ans se termine le 31 mai 1987.

MOUNT ALLISON: Mount Allison Faculty Association; CAUT; August 1982; 122; negotiations in progress.

NEW BRUNSWICK: Association of the University of New Brunswick Teachers; CAUT; March 1979; 600; two-year agreement expires June 30, 1985.

ONTARIO INSTITUTE FOR STUDIES IN EDUCATION: OISE Faculty Association; CAUT; voluntary recognition July 1977; 132; negotiations in progress.

OTTAWA: Association of Professors of the University of Ottawa; CAUT; January 1977; 900; negotiations in progress.

POLYTECHNIQUE: l'Association des professeurs de l'Ecole Polytechnique; FAPUQ/ACPU; Février 1979; 185; une convention de trois ans se termine le 30 mai 1985.

QUEBEC: Syndicat des professeurs de l'Université du Québec à Chicoutimi; Centrale de l'enseignement du Québec (CEQ); Mai 1979; 192; une convention de trois ans se termine le 28 février 1986.

QUEBEC: Syndicat des professeurs de l'Université du Québec à Hull; Aucune; Juillet 1980; 85; une convention de trois ans se termine le 30 novembre 1986.

QUEBEC: Syndicat des professeurs de l'Université du Québec (Montréal); Confédération des syndicats nationaux (CSN); Septembre 1971; 780; une convention de près de trois ans se termine le 28 février 1986.

QUEBEC: Syndicat des enseignants de l'Université du Québec dans l'ouest; CEQ; Novembre 1982; 60; une convention de trois ans se termine le 28 février 1986.

QUEBEC: Syndicat des professeurs de l'Université du Québec à Rimouski; CSN; Février 1973; 150; une convention de trois ans se termine le 28 février 1986.

QUEBEC: Syndicat des professeurs de l'Université du Québec à Trois Rivières; FAPUQ/ACPU; Septembre 1971; 300; une convention de trois ans se termine le 28 février 1986.

REGINA: University of Regina Faculty Association; CAUT; May 1977; 576; two-year agreement expires June 30, 1985.

RYERSON: Ryerson Faculty Association; None; voluntary recognition 1964; 560; one-year agreement to be ratified end September 1984. Salaries going to arbitration.

SAINT-BONIFACE: l'Association des professeurs du Collège universitaire de Saint-Boniface; ACPU/MGEA Manitoba Government Employees Association; Mars 1983; 50; une convention de deux ans se termine le 31 mars 1985. Réouverture, partie salariale le 31 mars 1984.

SAINT-LOUIS MAILLET: Association des professeurs et bibliothécaires du centre universitaire Saint-Louis Maillet; ACPU; reconnaissance volontaire 1972; 38; en train de négocier.

SAINT MARY'S: Saint Mary's University Faculty Union; CAUT; April 1974; 162; negotiations in progress. SMFU negotiates on behalf of a separate five-member unit of professional librarians. Negotiations in progress.

ST. THOMAS: Faculty Association of the University of St. Thomas; CAUT; October 1976; 58; negotiations in progress.

ST. THOMAS MORE COLLEGE: St. Thomas More College Faculty Union (1977); CAUT; May 1977; 35; negotiations in progress.

The statistics on this page and on page 7 were compiled by Francine Bérichon of the CAUT./Francine Bérichon de l'ACPU a compilé les statistiques sur les pages 10 et 11.

SAINTE-ANNE: l'Association des professeurs et bibliothécaires de l'Université Sainte-Anne; ACPU; reconnaissance volontaire Septembre 1982; 24; en train de négocier.

SASKATCHEWAN: University of Saskatchewan Faculty Association; none; January 1977; 980; negotiations in progress.

SHERBROOKE: Syndicat des professeurs de l'Université de Sherbrooke (SPUS); FAPUQ/ACPU; Février 1974; 337; en train de négocier.

SHERBROOKE: Association des ingénieurs de l'Université de Sherbrooke (AIPSA); FAPUQ/ACPU; Novembre 1970; 60; en train de négocier.

TECHNICAL UNIVERSITY OF NOVA SCOTIA: Technical University of Nova Scotia Faculty Association; CAUT; February 1980; 105; negotiations in progress.

TRENT: Trent University Faculty Association; CAUT; June 1980; 183; negotiations in progress.

WINDSOR: University of Windsor Faculty Association; CAUT; December 1977; 525; three-year agreement expires June 30, 1987.

WINNIPEG: University of Winnipeg Faculty Association; CAUT; February 1981; 215; negotiations in progress.

WINNIPEG: University of Winnipeg Faculty Association (Collegiate Instructors); CAUT; October 1981; 12; negotiations in progress.

YORK: York University Faculty Association; CAUT; October 1977; 971; negotiations in progress.

(More on page 11)

La négociation collective dans les universités

par Robert Léger

Avant les années 70, peu d'associations de professeurs étaient accréditées comme syndicats selon les différents codes du travail. Il n'en est pas de même aujourd'hui. Si on exclut les provinces de l'Alberta et de le Colombie Britannique qui sont des cas spéciaux, on arrive à environ 40 associations qui sont accréditées et à environ 20 qui ne le sont pas à travers le Canada. Si on considère le nombre de professeurs touchés, on peut dire que plus de 60% d'entre eux font parti de syndicats.

En Colombie Britannique

Dans la province de Colombie Britannique, il est encore illégal pour une association de professeurs de s'accréditer. C'est pourqoi les professeurs de l'Univesité de la Colombie Britannique et de Simon Fraser ont une entente spéciale (special plan) avec leur employeur respectif; entente qui prévoit l'arbitrage de certaines conditions de travail si les parties n'ont pu s'entendre sur celles-ci.

En Alberta

Le cas de l'Alberta est aussi spécial. Récemment le gouvernement de cette province a modifié le "University Act" donnant aux associations de professeurs certains droits de représentation de leurs membres. Les universitaires et leurs employeurs doivent négocier les conditions d'emploi: salaires, bénéfices et procédures de grief. Lors de cette première négociation, ils doivent aussi décider des procédures à suivre à l'avenir pour régler les impasses se produisant en négociation. Cela peut être la grève ou le lockout ou encore une procédure d'arbitrage. A l'Université de Calgary, une entente de principe vient d'être signée concernant la première convention collective sous la nouvelle loi.

Présentement toutes les associations accréditées ont des conventions collectives excepté à l'Université Mount Allison où la négociation se poursuit en vue de la signature d'un premier contrat. Quant aux associations non-accréditées, on prévoit peu de changements de statut durant l'année excepté peut-être à l'Université de Toronto, où les professeurs étudient présentement toute la question de l'accréditation de leur association.

Administration de convention

Etant donné que plusieurs syndicats de professeurs ont déjà renouvellé leur contrat plusieurs fois, l'administration de la convention collective a pris une importance grandissante avec les années. On a donc accordé plus de soin à la procédure de réglements des griefs et le service d'arbitrage de l'ACPU est de plus en plus utilisé.

Les gouvernements

Dans certaines provinces, toutes les associations, qu'elles soient accréditées ou non, ont eu à subir l'intrusion de leur gouvernement provincial dans le processus de négociation. Au Québec, à Terre-Neuve et en Ontario, les salaires ont, soit été gelés, soit été réduits, et les conventions collectives ont vu leur durée prolongée par décret. Cette année, l'Ontario a proposé une directive disant que les augmentations de salaires ne devraient pas dépasser 5%. Cette directive est considérée comme obligatoire par la plupart des employeurs. En Colombie-Britannique, les fonds aux universités ont tout simplement été coupés. Tout cela s'est produit alors que le nombre d'étudiants augmentait, avec le résultat que les services aux étudiants y perdaient en quantité et en qualité.

Dans un avenir prochain, les professeurs et bibliothécaires négociant des conventions collectives ou des ententes devront se pencher sur un nouveau problème, soit celui de l'abolition de l'âge obligatoire de la retraite. En effet, on prévoit que l'application prochaine de la Charte des droits en ce qui a trait à l'âge va en fait abolir un âge obligatoire pour la retraite. Quelque soit l'opinion des universitaires sur la question, il devient urgent que nos négociateurs s'y intéressent. L'ACPU s'intéresse à la question et produira quelques documents.

Depuis plusieurs années, le Comité de la négociation collective de l'ACPU s'est penché sur les problèmes de négociation des syndicats et des associations non-accréditées. Il a produit un grand nombre de documents sur ces problèmes et donne ses avis au Bureau de l'ACPU sur les questions de négociation collective dans les universités. Par exemple, le comité a écrit une clause modèle sur la procédure de griefs et a fait une révision de l'Enoncé de principes relatif à la nomination des professeurs et à la permanence de l'emploi. Le Comité aide aussi à la préparation de la conférence annuelle sur la négociation collective.

Comme nous l'avons mentionné, les questions de négociation intéressent non seulement les syndicats, mais aussi les autres associations. En fait, tous les professeurs et bibliothécaires des universités négocient d'une façon ou d'une autre. Par exemple, l'Association des professeurs de l'Université de Waterloo (qui n'est pas accréditée) étudie présentement le rapport Savage-Mullens qui propose des procédures sur les questions de permanence, d'accès à l'information, d'éthique, de promotion, etc.

Robert Léger est un officier professional à l'ACPU.

The collective bargaining committee

Comité de la négociation collective

R. Kerr, (Law/Droit), Windsor, Person Chairing/Président
C.S. Axworthy, (Law/Droit), Saskatchewan
E.J. Caskey, (Humanities Library/Bibliothèque des Sciences humaines), British Columbia
T. Dandy, (Zoology/Zoologie), Manitoba
T. Eadie, (Library/Bibliothèque), Waterloo
M. MacNeil, (Law/Droit), Carleton
N. Solomon, (Business Administration/Administration), Windsor
K. Wetzel, (Industrial Relations/Relations de travail), Saskatchewan
H. Breslauer, OCUFA Representative/Représentante de l'OCUFA
A. Turcotte, Représentant de la FAPUQ/FAPUQ Representative

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AUT Bulletin

Propositions du Conseil concernant la négociation collective, mai 1984

a) Le rapport annuel du comité sur la négociation collective
b) Que le service d'arbitrage soit continué sur une base permanente
c) Directives sur les premières nominations
d) Amendements aux directives en matière de négociation collective
e) Amendements à l'Énoncé de principes relatif à la nomination des professeurs et à la permanence de l'emploi.

Collective bargaining items approved by Council, May 1984

a) Annual Report of the Collective Bargaining Committee
b) That the Arbitration Service be continued on a permanent basis
c) Guidelines on Initial Appointments
d) Amendments to Guidelines on Collective Bargaining
e) Amendments to the Policy Statement on Academic Appointment and Tenure.

QUEEN's — from page 13

participation by faculty in the making of non-academic decisions. The search for a new principal invariably took place without any formal attempt to solicit faculty views, to say nothing of inviting faculty representation on the search committee. Even Mackintosh himself, when the question of his successor arose, left the faculty in the dark. The Queen's Senate, we learn, was little more than a rubber stamp for decisions made in the various faculty councils, so it did not serve as an effective check on the wide powers of the Principal and Board.

Other subjects of broad interest include the effects of war on the university, and the growing influence of the provincial government on administrative matters in the 1950s. It has been said that the first victim of war is truth. But universities exist in part in order to pursue truth. To the true university person secrecy in research should be abhorrent, but in war it is often essential. When war came, university values quickly gave way to military values. In both world wars, at Queen's as elsewhere, whatever the academy could do to aid the war effort became important while other functions, notably the arts of peace, came to seem relatively insignificant. The value of the humanities and those sciences without immediate military applications was called in doubt. All of this is little cause for surprise. It is sad, however, to find that even university people largely shared these attitudes. Professors could, of course, be pushed too far. When in 1943 Wallace, with Principal Cyril James of McGill, sponsored a scheme that would have greatly contracted arts studies for the duration of the war, strong opposition scuttled their plans. Wallace's role, Gibson says, was evidence of his 'practical' cast of mind. Though he spoke of the importance of the arts in the way that university presidents necessarily must speak, he tended very much to see them as means to such goals as winning the war or higher economic growth. That the arts might be ends in themselves, might be high among the goods the Second World War was being fought to safeguard, seems rarely to have occurred to him or, one suspects, to many other Canadians.

The influence of the provincial government in the 1950s stemmed from its control of funds that the universities craved. Although student fees and endowment income in 1960-61 still provided more than half of Queen's revenue, government grants had become steadily more important during the 1950s and had reached the level of 44 percent. Some of this was federal money, some provincial. By the late 1950s, however, Mackintosh had discovered that Queen's was getting much less money per fulltime student from the Ontario government than other, newer universities. Inquiries revealed that the size of the Queen's endowment and the university's prudent habit of setting aside reserves for depreciation and replacement, handicapped its application for funds to Queen's Park. Elimination of the reserves policy soon had the effect of increasing the government grants. Thus the government encouraged institutional irresponsibility. As at other universities, the replacement of furniture and equipment at Queen's became operating expenses to be met out of current income. The inadequacies of this practice can today scarcely fail to be clear to anyone connected with the universities.

This review cannot do full justice to these two books. They are important contributions to our knowledge about university history. They could have been even better had the authors provided some statistical tables summarizing enrolment data, faculty-student ratios, patterns of revenue and expenditure, the growth in the endowment fund and so on. I also want to make one correction: the military expression "snafu" does not come from 'situation normal all fouled up' but from a considerably earthier expression. Notwithstanding these observations, it is difficult to praise these volumes too highly. They are amply illustrated and handsomely produced, well written and judicious. They are well worth buying and reading.

Michiel Horn teaches Canadian history at Glendon College of York Universrsity. He is a member of the CAUT's Academic Freedom and Tenure Committee.

SPECIAL PLAN BARGAINING AT CANADIAN UNIVERSITIES
REGIMES SPECIAUX DANS LES UNIVERSITIES CANADIENNES

(From page 10)

BRITISH COLUMBIA: The University of British Columbia Faculty Association; CAUT; 2,131; annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointments."

GUELPH: University of Guelph Faculty Association; CAUT; 600; comprehensive agreement on terms and conditions of employment; annual salary and benefit negotiations culminating in mediation.

PRINCE EDWARD ISLAND: The University of Prince Edward Island Faculty Association; CAUT; 110; annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions *not* part of Special Plan Bargaining arrangement.

SIMON FRASER: Simon Fraser University Faculty Association; CAUT; 460; some terms and conditions negotiable; others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitrations (conventional).

TORONTO: University of Toronto Faculty Association; CAUT; 2,503; special plan addresses many terms and conditions, either expressly or by reference to prevailing practice; annual monetary negotiations culminating in arbitration.

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QUEEN'S — from page 7

he deserves recognition for making Queen's into a national institution. His term of office, which lasted for a quarter century until his death in 1902, saw Queen's assume a prominence in Canadian intellectual life that it had not previously enjoyed. Some of its professors, among them the philosopher John Watson and the historian and political scientist Adam Shortt, were men of real distinction. Neatby's assessment is that Grant "guided Queen's as a Canadian who saw for the university a unique and essential place in the greatness of this country. He left this belief as an inheritance to the members of Queen's of his own day and of many succeeding ones." Even his friends conceded that he was on occasion devious and manipulative, but on balance he was a courageous and even noble man who left an "indelible stamp" on the university he led and served.

Adam Shortt, the first incumbent of the Sir John A. Macdonald Chair of Political and Economic Science, was responsible for making Queen's the first university in Canada where Canadian history was taught. Shortt left in 1908 to become the Dominion Archivist in Ottawa, but as a member of the Board of Trustees he continued to have an influence. Among his successors were two political economists, both of them Queen's graduates, O.D. Skelton and W.C. Clark, who much like Shortt rendered distinguished service first to the university and then to the country. As undersecretary of state for external affairs under William Lyon Mackenzie King and R.B. Bennett, Skelton was probably the most powerful civil servant Canada has ever had. Other Queen's men who followed the well-worn path from Kingston to Ottawa were the political scientist Norman McLeod Rogers, who entered Parliament in 1935 and became Mackenzie King's Minister of Labour, and the economist W.A. Mackintosh.

The First World War brought one breakthrough: in 1917 women first appeared among the teaching staff. For decades, however, they were to remain a small minority there, even when, as during both world wars, female students considerably outnumbered male in the Faculty of Arts. In the 1920s Queen's grew, and much construction took place, saddling the institution with debts that proved embarrassing during the Depression of the 1930s. Faculty salaries dropped in real terms during the 1920s, making it hard to attract and keep good faculty. Teaching loads were heavy, little research took place, and partly as a consequence there was an anxious over-concern about "the problem of the weak student." The university was poor and badly led. A weak principal and a bullying chairman of the Board of Trustees combined to make some major blunders in faculty staffing. Neither seems to have cared much what faculty members thought about appointments. "Stupid chicanery" is one apt phrase that Gibson uses to describe what was happening.

Although the university was by now in receipt of an annual grant of $250,000 from the provincial government, it was chronically short of money. A campaign in 1926 intended to increase the endowment by $2.5 million was a failure — by 1927 only $400,000 had been realized. This was not an auspicious lead into the Depression years, which brought "a rigid economy" and a new principal. William Hamilton Fyfe was an urbane Englishman who lacked Canadian and university experience.

As a result the penny-pinching vice-principal and treasurer, W.E. McNeill, became dominant. He constantly found new ways of saving money. Faculty salaries were not cut — this was a boon in that age of deflation — but a policy of attrition took effect at the junior levels, and research funding and library purchases both fell to very low levels. One of the sadder stories of the 1930s was the university's failure to supply the physicist Joseph Gray with a charged particle accelerator even after the company that made it offered an extraordinarily generous deal. Fyfe did his best to attract some good new senior faculty members, but on the whole the Queen's policy was 'penny wise, pound foolish.' In the 1930s, however, that passed for sound public policy in most of Canada.

Fyfe's successor, R.C. Wallace, took over in 1936. He was the first principal since Grant to provide effective leadership. A scientist who had already earned his administrative spurs as president of the University of Alberta, Wallace was able to handle McNeill. Thus the atmosphere became a little less niggardly. Nevertheless the war and, in its aftermath, the arrival of large numbers of veterans, continued to strain the resources of Queen's and to weaken efforts to encourage the faculty to do more research. By 1948, Gibson writes, the mood of many teachers was sour. High teaching loads and salaries that were declining in purchasing power led to the formation of a faculty association in 1950.

Wallace in 1951 made room for W.A. Mackintosh. One of the few academics who, having gone to Ottawa, returned to his university after the war, he was also the first Queen's graduate and faculty member to become principal. "To improve the quality of education and the opportunities for scholarship was, from the beginning, his prime object as principal," Gibson writes.

Mackintosh was fortunate in that Queen's, like other Ontario universities, was in the 1950s enabled to emerge from the "genteel poverty" in which it had so long been mired. The reason was a growing determination by the provincial and federal governments that universities should be more adequately funded. As one result faculty salaries at Queen's, low at the beginning of the decade, went up five times during Mackintosh's principalship — he retired in 1961 — and by 1960 had at long last reached parity with those paid by the University of Toronto. At the same time research did become more important. Although he is not blind to Mackintosh's occasional lapses of judgment, Gibson clearly has a high regard for the man who presided over the advances of the 1950s and who was in office when Gibson himself joined Queen's.

Both books contain much to educate and delight the reader. There is, for example, Neatby's discussion of the nature of tenure at Queen's. After an administrative reform in the 1860s professors held their positions during the pleasure of the Board of Trustees. That was the legal situation through the next century. Nevertheless, Principal Grant began to offer positions to prospective teachers *ad vitam aut culpam,* for life during good behaviour. "In other words, whatever the statutes said, no professor would be dismissed without adequate cause and clear statement of cause." It is probably fortunate that this usage was never tested in the courts, for it would hardly have stood up against the statutes.

The closest that Queen's came after the troubled early 1860s to dismissing a faculty member was during the later 1940s. A mathematician, Israel Halperin, was implicated in the Gouzenko hearings but later acquitted of the charge of having passed classified information to the Soviets. Wallace stood by Halperin. Many members of the Board, however, feeling that there was no smoke without some fire and having satisfied themselves that they had the legal right to dismiss Halperin, thought they should ask him to resign. The chancellor, Charles Dunning, made a crucial contribution. In a very effective speech the former Liberal Minister of Finance dissuaded the Board from taking a step which, he argued, would prove to be a very black mark against the university.

Worth noting is that the chairman of the board from 1930 to 1957, J.M. Macdonnell, counselled Halperin's dismissal. I had hitherto known Macdonnell as a forthright defender of academic freedom in the 1930s, and one who in 1940-41 supported Frank Underhill when the historian was in danger of being dismissed from the University of Toronto. Possibly advancing age or the developing Cold War made him less tolerant? Gibson does not address this matter. He does state that, on the whole, academic freedom fared well at Queen's. Nevertheless he rightly deplores Principal Wallace's handling of the case of Glen Shortliffe in 1949. He was a French scholar whose even-handed radio commentaries on international affairs gained him the disapproving attention of some Board members. In the Cold War era fair-minded criticism too easily seemed disloyal to 'our' side. Although Wallace did not ask Shortliffe to cease his radio talks, he did suggest that these might harm a current campaign for increased endowment funds. Loyal to Queen's, Shortliffe promptly ended the talks and censored himself thereafter.

That known Communists would not have been tolerated at Queen's from the 1920s through the 1950s is a conclusion which is hard to escape. There were none, however, and if CCF supporters like Shortliffe or the philosopher Martyn Estall occasionally drew criticism, they had no real reason to feel threatened in their jobs. The Shortliffe incident indicates, all the same, that unorthodox opinions were less than welcome. And it is fair to ask how many professors refrained from expressing such opinions because they feared negative consequences for their university or their own careers.

A topic that recurs particularly in Gibson's book is the low level of

continued on page 11

NANYANG TECHNOLOGICAL INSTITUTE

CAREER OPPORTUNITIES IN SINGAPORE FOR ENGINEERING PROFESSIONALS

Career opportunities exist in Singapore for engineering professionals who like teaching and are looking for challenging jobs in tertiary institutions.

The Nanyang Technological Institute, fully supported by the Government of Singapore, offers engineering degree courses with an emphasis on engineering applications. It aims at producing practice-oriented engineers. The Institute is one of the two institutions in Singapore that provide engineering education at the university level.

There are vacancies in the Institute's three schools of engineering. Candidates specialising in the following areas are particularly needed:

Civil & Structural Engineering
Structural and construction engineering
Water resources and environmental engineering
Geotechnical and transportation engineering
Engineering mathematics and computing
Engineering economics and accounting
Surveying and mapping

Electrical & Electronic Engineering
Digital electronics and communications
Digital control systems
Control and instrumentation
Computer Engineering software and hardware
Data base/data communication technology
Computer aided design, manufacture and testing
Electrical drives and traction

Mechanical & Production Engineering
Marine technology
Engineering production
Mechanical design
Mechanical engineering

QUALIFICATIDNS

Candidates should have —
a) Higher degrees in relevant fields of engineering and
b) Sound professional/teaching experience in engineering

ANNUAL EMOLUMENTS

Professor	**from S$114,608 to S$151,353**
Associate Professor	**from S$ 92,736 to S$127,731**
Senior Lecturer	**from S$ 59,807 to S$105,859**
Lecturer	**from S$ 31,845 to S$ 66,020**

(C$1 = S$1.64)

The gross annual emoluments include a 13th month allowance and an incentive payment equivalent to a half-month's salary payable to eligible staff in December and July respectively every year.

The level of appointment and the point of entry will depend on candidates qualifications and experience.

In addition to the salary, the Institute contributes 25% of the staff member's monthly salary towards the Central Provident Fund Scheme. The staff member also contributes 25% of his monthly salary to this Fund but his contribution is currently subject to a maximum of S$1,250 a month. The amount standing to the credit of the staff can be withdrawn when he reaches the age of 55 or when he leaves Singapore/Malaysia permanently. The sum withdrawn is tax exempt.

The Institute provides housing at a highly subsidised rate. Other benefits include car loan, education allowance, settling-in allowance, medical benefits, annual leave and passage assistance.

The Institute encourages its staff members to undertake outside consulting work of a specialist nature. Staff members are permitted to earn and retain such consultation fees up to 60% of their annual gross salaries.

Candidates wishing to be considered should write to —

The Registrar
NANYANG TECHNOLOGICAL INSTITUTE
Upper Jurong Road, Singapore 2263

giving their curriculum vitae and the names and addresses of three referees.

AF & T Committee: Annual Report For 1983-84

The year under review has seen the intensification of an alarming tendency by governments to disregard the fundamental principle of university autonomy in their various quests for "visibility," "accountability," "rationalization," and "restraint." Our paymasters have asserted the right to call the tune. The reaction of university administrators and their representative body, the AUCC, has not been as forthright as it might have been, and the burden of political response has therefore fallen on the Board and Administration Committee members of CAUT and the provincial federations of faculty associations. The role of the Academic Freedom and Tenure Committee has been, and will continue to be, to support the Association's responses in whatever way it can. Most appropriately, perhaps, the Committee's function must be to assist in strengthening the membership's resolve to resist pressures that could bring Canadian universities to the status of quasi-government departments.

From sea to sea

The Committee sent a number of protests to the governmeot of British Columbia last summer, and at its August meeting approved a lengthy statement on the implications of Bill 3 for academic freedom. In essence, the Committee argued that the bill constituted a serious threat since academic freedom was protected by tenure, which is in turn protected by contractual arrangements between faculty members and their universities. Bill 3 intruded the government into these contractual relationships, and thereby breached the university autonomy which was essential to academic freedom. We received no substantive response.

The formation of a Royal Commission on Post-Secondary Education in Nova Scotia seemed to signal a similar intention to move against the province's universities. In consultation with NSCUFA the Committee drafted a major portion of the CAUT brief to the Commission, once again stating the basic arguments for university autonomy, academic freedom and tenure. The sections drafted by the Committee also discussed the role and composition of Boards of Governors and provincial "buffer bodies". The Committee has noted with concern the activities of the governments of Ontario and Newfoundland, which also carry implications for university autonomy.

A firmer stand

Given a situation in which basic principles of university employment and governance are under increased scrutiny, the Committee thought it useful to review the "Primer on Tenure" printed in the *CAUT Handbook*. The revised version is before this Council for consideration. The Committee also intends to develop shorter statements on academic freedom and tenure which can be used by local associations when faced with queries from the press, politicians, and ill-informed members of the university community.

It is essential that CAUT's position on these issues be articulated clearly, temperately, and with no hint of defensiveness. Not only must politicians and the public be educated, but also those university faculty who may be cowed by existing pressures and frustrations into accepting a dilution of the protections for academic freedom that have been achieved in the past. Underfunding and the hostility of politicians and society can quickly erode morale unless basic principles are persistently reasserted.

In this connection the Committee has noted with satisfaction that the courts continue to give protection to academic due process by insisting that principles of natural justice be observed. Paine vs. the University of Toronto has been followed by decisions that protect promotion (Wong vs. SFU) and the renewal of probationary appointments (Bennett vs. WLU). It is now clearly established that judicial review is available to faculty members subjected to unfair or arbitrary procedures.

No retreat on censure

The changing nature of the academic job market led the Committee to suggest to the Board that the existing guideline on censure was unrealistic, and that it should be changed in a way that would emphasize the moral condemnatioo of a university, rather than raise expectations that real pressure could be exerted. The feeling of the Board, accepted by the Committee, was that such a retreat was undesirable.

Thus a revision is before the Council which seeks to spell out what is expected of CAUT members when a censure is imposed, and which suggests a procedure whereby censure can be imposed more quickly than at present. It is the Committee's hope that the revised guideline, if accepted by the Council, will enhance the effectiveness of censure in the future.

As always, however, much will depend on the militancy of the local association and the willingness of CAUT members generally to observe the guideline.

Jobs and research

Financial pressures have in part stimulated the Committee's activity in three other areas.

First, the guidelines for making initial appointments have been thoroughly reviewed in conjunction with the Collective Bargaining Committee, and are before the Council. While work on this matter started as a result of the Mandel case at McGill University (mentioned in the 1982-83 report and extensively covered in the April, 1984 edition of the *Bulletin*), it is clear that appointments must be made fairly and in accordance with proper procedures, given the relatively fewer positions now available.

Again in collaboration with the Collective Bargaining Committee, the AF&T Committee has discussed at length the sections of the "Policy Statement on Academic Appointments and Tenure" dealing with part-time and limited-term employees. Underfunding has created a growing army of academics in such positions, and it is essential to seek to provide them with the maximum degree of protection.

Thirdly, the Committee has been concerned at the implications of the erosion in funding provided to the research councils, particularly to the hardest-hit, the Social Science and Humanities Research Council of Canada, and the Social Science Federation of Canada which administers on its behalf the Aid to Scholarly Publications Programme. It seemed to the Committee that the adjudication procedures must be seen to be fair and adequate.

Once again, initial interest in this area was sparked by an individual case involving charges against one of the granting bodies, a case which the committee is vigorously pursuing. A questionnaire sent to local associations in the hope that the results would enable the Committee to gauge the extent of concern in the academic community did not spark a large response.

Nevertheless, the Committee concluded that it would be worthwhile to institute an investigation of the granting councils, procedures, with emphasis on the availability of appeal mechanisms. The results of our enquiries are being tabulated, and a report will be provided to the Board in due course.

Updating Duff-Berdahl

The 1982-83 report indicated that a questionnaire had been sent to locals on the question of the erosion of collegial process in universities. The response was quite large, but no very clear picture emerged from the returns — a fault, perhaps, of the method of enquiry — though in a considerable number of universities there are genuine concerns in this area.

The Committee recommended to the Board that it would be extremely useful to institute a study to update the Duff-Berdahl report of 1967. There have been significant changes in the Canadian university system over the past 17 years, of which one of the most important is the introduction of collective bargaining, and it would be valuable to have a study of those changes and the current situation.

Such a study would be expensive, and the Board has asked that an article based on the questionnaire results be prepared for the *Bulletin*. The response to that article will guide future decisions.

Retirement

Both the AF&T Committee and the Collective Bargaining Committee were asked by the Board to examine the implications for universities of section 15 of the Charter of Rights, which comes into operation next year, and which will abolish mandatory retirement. The Committee prepared a discussion paper for the Board, which as a result reaffirmed the principle of voluntary retirement, and expressed opposition to the introduction of age-related competency tests.

The subject is still under discussion and it is hoped that a detailed policy will emerge in time. However, a recent case at the University of New Brunswick indicates that issues relating to retirement may increase in the near future. As a result local associations should be vigilant lest administrative attempts to deal with the "problem" of the aging faculty erode the protections available to all. The Committee is particularly concerned that this may be the loophole through which periodic tenure review will be introduced.

Grievance guidelines

The AF&T Committee informed the Council last year that as a result of its experience over the previous two years with committees of inquiry it would be recommending changes in the relevant guideline. The revision is before the Council.

One matter, however, continues to be of concern. Access to the Board by unsatisfied grievors is guaranteed in the CAUT by-laws. The Committee feels that it should be made clear that the Board may not disturb the Committee's disposition of a case unless it feels that the Committee misconducted itself. The Committee feels that there should be some onus on a grievor to show that it has behaved in an arbitrary way or the Board should itself conduct an investigation of the Committee's conduct.

Without such a procedure, there may be a tendency for the Board to act on the application of an aggrieved member without giving the case adequate scrutiny. The experience of the past three years has shown that extreme complications can result. For its part, the Board feels that access cannot be denied under the CAUT By-laws, and that limitation on access would be extremely difficult to define. It was not possible to reach agreement with the Board on appropriate wording. This is an issue which will have to receive further attention.

Committees of Inquiry

The Committee has formed three committees of inquiry during the 1983-84 year, none of which have yet completed their work.

One involves a faculty member who lost his position after a long period of service on limited-term contracts and the fulfillment in all but the fine print of a re-training agreement.

The second is investigating the dismissal for cause of a tenured faculty member as a result of his conviction and subsequent imprisonment on criminal charges. This has led the committee into a discussion of the relationship of dismissal for cause and criminal conviction.

The third is a response to a request to the Committee to investigate the climate of academic freedom and the limitations on freedom of expression at the Université de Moncton. This committee has been asked to assess the significance of alleged threats to academic freedom within the institution which cannot be easily or effectively countered by resort to the collective agreement covering the academic staff.

This is the largest number of formal inquiries undertaken for some time, but this does not mean that the Committee's case load is increasing. As noted in the past two annual reports, the number of cases brought to the Committee is decreasing partially as a result of

Continued page 15

University of New Brunswick

Assistant Professor

Department of French, UNB Fredericton

Applications are invited lor a probationary (tenure-track) appointment as Assistant Professor in the Department of French on the Fredericton Campus of the University of New Brunswick. Candidates must hold a doctorate in the field of French (or Applied) Linguistics (translation, terminology, semantics), and should have a native or near-native command of French, together with some experience in teaching French at the university level. This position requires research competence and involves teaching at the graduate (MA) and undergraduate level in applied linguistics as well as teaching language courses in French. Salary commensurate with experience. Letter of application including full curriculum vitae and names of three references should be sent to: Professor Robert Whalen, Chairman, Department of French, University of New Brunswick, Bag Service No. 45555, Fredericton, N.B., E3B 6E5. The appointment begins on July 1, 1985 with closing date for competition declared when position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

University of New Brunswick

Lecturer/Assistant Professor

Department of French, UNB Fredericton

Applications are invited for a possible probationary (tenure-track) appointment as Lecturer/Assistant Professor in the Department of French on the Fredericton Campus of the University of New Brunswick. For the rank of Assistant Professor candidates must hold a Ph.D. in the field of French (or Applied) Linguistics and should have a native or near-native command of French, together with experience in teaching French at the university level. This position requires research competence as well as teaching at the graduate (MA) and undergraduate level. Salary commensurate with rank and experience. Letter ol application including full curriculum vitae and names of three references should be sent to: Professor Robert Whalen, Chairman, Department of French, University ol New Brunswick, Bag Service No. 45555, Fredericton, N.B., E3B 6E5. The appointment begins on July 1, 1985 with closing date lor competition declared when position lilled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

AF&T *from page 14*

improved local grievance procedures and partially due to the settlement of grievances under the procedures contained in collective agreements.

The Executive Secretary, the Associate Executive Secretaries and the professional staff in the Central Office now handle frequent requests for advice on the conduct of grievances under local procedures. The accounts of four cases published in the *Bulletin* in 1983-84 represent work done by the Committee in previous years. Only seven new cases came to the Committee, though it also assisted the Brock University Faculty Association in resolving three grievances at the local level. The Committee also discussed problems in promotions procedures with faculty members at the University of Prince Edward Island.

Following normal practice, the Committee continued to discuss ways and means of resolving the censures in effect at Calgary and Memorial. Approaches have been made to the administrations of both institutions, without result as of the date of this report.

Paying the piper

Apart from the matters mentioned above, it has prepared a guideline on academic relations with countries where academic freedom cannot be assured (which is before the Council), has advised the Board on the issue of the transfer of technology and "sensitive" data to the Eastern Bloc, and is discussing, with a view to a *Bulletin* article, the issue of academic freedom and discrimination in church-affiliated colleges.

It is entirely appropriate that the Committee should be able to devote time to the discussion of policy matters of considerable importance to the profession as a whole. As members of Council will appreciate, the development of policy statements and guidelines is a lengthy business.

The Committee is disturbed, therefore, by the implications for its work of reductions in the CAUT budget. The membership is drawn from all regions of the country and a range of disciplines; this diversity, and an adequate number of meetings (presently five annually) seem essential if the Committee is to maintain its current level of activity.

However, the Committee also appreciates that the Association is faced with financial difficulties, and will adjust accordingly. The Council will appreciate that there may be a price to pay.

Ave atque vale

The Committee was joined in May, 1983, by **Jon Thompson** (UNB), **Lorna Cammaert** (Calgary), and **Marek Debicki** (Manitoba). **Mo Schokeir** (Saskatchewan) was re-elected for another term. The thanks both of the Committee and the Association are due to **Barrie Morrison** (UBC), **John Fekete** (Trent) and **Jim Haddow** (Alberta) who are retiring this year. John Fekete acted as the Committee's representative on the FAPUQ AF&T Committee, and therefore did double duty. **Raymond Pageau** (Sherbrooke) has continued to represent the FAPUQ committee at our meetings. **Vic Sim** acted as the Committee's invaluable deputy minister, and we are grateful to him for all his work. His sabbatical in 1984-85 is well-deserved, but his absence will be felt. The committee has received assistance from other members of the office staff, and the presence of the President and Vice-President (Internal) at several meetings was a welcome development.

(signed)
J.K. Hiller
Person chairing

Acadia University
DIRECTOR
The Jodrey School of Computer Science

Applications are invited for the position as Director of the Jodrey School of Computer Science effective July 1, 1985.

The successful candidate should be an experienced academic and administrative individual who can provide strong leadership in the development of research activities and academic programmes at both the undergraduate and graduate levels.

Written nominations or applications for the position, accompanied in the latter case by a detailed résumé outlining academic qualifications, teaching and research experience and the names of three referees, should be submitted by December 1, 1984, to: **Dr. W.R. MacDonald, Vice-President (Academic), Acadia University, Wolfville, Nova Scotia B0P 1X0.**

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO
Department of Family Medicine
Southwest Middlesex Health Centre

The Department of Family Medicine invites applications for a geographic full-time faculty position at the Southwest Middlesex Health Centre, with the appointment to be effective July 1, 1985. This Centre, located fifteen miles outside London, is a full-time teaching unit of the University, caring for a rural population.

The responsibilities will include clinical practice, undergraduate and postgraduate teaching, and research. Applicants should have undertaken advanced studies in family medicine and should have demonstrated their ability to carry out scholarly work of high quality.

In accordance with Canadian Government Immigration regulations, this advertisement is directed towards Canadian citizens and permanent residents.

Applications, including a curriculum vitae and the names of three referees should be sent to:

Ian R. McWhinney, M.O.
Professor and Chairman
Department of Family Medicine
Kresge Building
The University of Western Ontario
London, Ontario
N6A 5C1

Wilfrid Laurier University

Department of Economics

Rank and salary open and commensurate with qualifications. Ph.D. or near Ph.D. preferably with some teaching experience and publications. Duties include teaching at the undergraduate level and research. Macroeconomics preferred but others considered. Positions offered subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and names of three referees should be sent to Dr. John Finlay, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

LET'S SEE YOU DO IT... OUTDOORS!
PARTICIPACTION

THE UNIVERSITY OF PRINCE EDWARD ISLAND

Invites Nominations and Applications for the position of

PRESIDENT

The University of Prince Edward Island, the single university of the province, was formed in 1969, replacing two older institutions, Prince of Wales College and St. Dunstan's University. It offers both Baccalaureate degrees in Arts, Science, Education, Business Administration and Music, and diplomas in Engineering and Public Administration. Enrollments presently are 1700 full-time students and 700 part-time students. In 1986, a new Faculty of Veterinary Medicine will begin admissions totalling eventualy 200 students.

The term of office will commence July 1, 1985. Written nominations and applications will be received in confidence until October 12, 1984, and November 9, 1984, respectively.

Replies: **D.R. Smith, Secretary**
Search Committee for President
Box 82, University of Prince Edward Island
Charlottetown, P.E.I., C1A 4P3.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

University tenured appointments and their purpose

The Canadian Association of University Teachers has adopted, as a central principle guiding its activities, the position that tenured appointments are essential in the Canadian universities to ensure the academic freedom of its members and to ensure the enhancement of excellence in the universities themselves. In 1977 the CAUT Council approved the following model definition of academic freedom:

The common good of society depends upon the search for knowledge and its free exposition. Academic freedom in universities is essential to both these purposes in the teaching function of the university as well as in its scholarship and research. Academic staff shall not be hindered or impeded in any way by the university or the faculty association from exercising their legal rights as citizens, nor shall they suffer any penalties because of the exercise of such legal rights. The parties agree that they will not infringe or abridge the academic freedom of any member of the academic community. Academic members of the community are entitled, regardless of prescribed doctrine, to freedom in carrying out research and in publishing the results thereof, freedom of teaching and of discussion, freedom to criticize the university and the faculty association, and freedom from institutional censorship. Academic freedom does not require neutrality on the part of the individual. Rather, academic freedom makes commitment possible. Academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligation to base research and teaching on an honest search for knowledge.

1. What is tenure?

Tenure is the category of continuing, permanent appointment held by a member of the academic staff following successful completion of a probationary period. The word "tenure" implies that the appointment can be terminated (i.e. the member can be dismissed or laid off) only for appropriate reasons by procedures which ensure fairness. The procedure required by CAUT and almost invariably used in Canadian universities for determining whether a member with tenure will be dismissed is arbitration. Thus a tenured appointment does not provide absolute job security. It ensures only that a member of the academic staff will be dismissed for good and sufficient reason established before a properly constituted and independent tribunal.

2. Do other employee groups have tenure?

The word "tenure" is used most commonly to describe the continuing appointment held by university academic staff. However, many other employees have appointments which have similar characteristics. Public sector, commercial and industrial groups are now often covered by collective agreements which have provisions which prevent the arbitrary termination of employment. These provisions are very similar to those which apply to tenured appointments in the universities.

3. Why should members of the academic staff have tenure?

The most important reason for the security of employment which is called tenure within the universities is to ensure academic freedom. Academic freedom is the freedom enjoyed by the academic staff to teach and conduct research without hindrance from persons or groups inside or outside the university. Academic freedom and tenure exist ". . . in order that society will have the benefit of honest judgement and independent criticism which might be withheld because of fear of offending a dominant social group or transient social attitude". (Byse, C. and Joughin, L.: Tenure in American Higher Education (Plans, Practices and the Law) Cornell University Press, 1959, 212 p.) The responsibility of the university is, in the words of Professor F.H. Underhill, " . . . to seek new knowledge and new understanding about nature and society, and to keep asking questions, often very embarrassing ones, about established beliefs and conventional wisdom." (Underhill, F.H.: Academic Freedom in Canada. CAUT *Bulletin*, v.8, no. 2, 1959.) Academic freedom is not, however, absolute any more than the freedom enjoyed by all citizens in a democracy is absolute. It must be exercised with responsibility and appropriate restraint. Tenured appointments are vitally important because they provide assurance that those who hold them will have unrestrained opportunity to develop their scholarly capacity. This is important not just to the individual but to the institution as a whole. It permits the maintenance and development of integrated programs within academic units free from unfair pressures both inside and outside the institution. Without the security provided by tenured appointments and the commitment to scholarly excellence which they encourage it would often be difficult to resist pressure to make decisions on courses and programs for short-term, expedient reasons.

4. Does tenure enhance the quality of universities?

Yes. If the university is to fulfill its purpose, those who serve it as academic staff must be as free as possible from pressures and directives from non-academic sources, be they private or governmental. If university staff feel that their academic and intellectual independence is threatened by uninformed criticism, their morale and the university standards will suffer. The university could cease to be a centre of excellence distinguished by active, original and creative research and teaching. It could become characterized by timidity, subservience and caution. The protection provided by tenured appointments reduces the likelihood that this will occur.

5. Is tenure simply "job security"?

CAUT believes that the primary purpose of tenure is related to the special function of the university — the search for truth, for new knowledge, and for critical understanding — and to the paramount need to protect academic freedom. It recognizes, however, that tenure provides a degree of job security. CAUT believes that its members are entitled to the same security as the members of most professions and occupations enjoy at the present time through professional associations, union contracts or collective bargaining agreements. It believes that academic staff, because of long, difficult and specialized training, are especially vulnerable to the whims of the economy and of the market-place and should have reasonable protection from those whims. Commitment to an academic career frequently means abandoning other career possibilities which after some years in the university are no longer capable of being exploited.

6. Does tenure protect incompetent staff members?

Tenure is designed to ensure that all faculty members competent or incompetent, lose their jobs only when it has been independently decided that dismissal is appropriate. The incompetent faculty member will be secure in his or her position only if university administrations lack the will to bring dismissal charges when they are judged to be warranted. The tenure system can not be blamed if the dismissal procedures are not implemented when there is need to do so. In fact, universities are showing increased willingness to move to dismiss faculty members who are not carrying out their responsibilities in a satisfactory manner. (CAUT Central Office can provide information on dismissal cases on request.) Tenure is justified, not because it provides security for those who don't warrant it, but because it protects those who need it. It protects vulnerable minorities from the potential tyranny of the majority both inside and outside the universities. As already pointed out, CAUT favours fair procedures for dismissal for incompetence or neglect of duties. It recognizes the use of such other sanctions as reprimands, denial of merit salary increases and refusal to promote to deal with lesser performance inadequacies. The CAUT recommends that all universities adopt the CAUT Guidelines on Professional Ethics (*CAUT Handbook*, 1979, pp. 47-50) so that everyone will know what constitutes proper professional behaviour.

Threats to academic freedom

7. Has academic freedom in Canada been threatened in the past?

The full history of threats to academic freedom in Canada is yet to be written. However, The Good Old Days, a special insert in the CAUT *Bulletin*, first published in 1975 and republished in October, 1983, contains a depressing record of infringements on individual academic freedom in the universities between 1930 and 1960. The threats came then from vindictive Boards of Governors, from apprehensive and insecure university Presidents, and from political figures.

8. Are there threats to academic freedom in Canada today?

Threats to academic freedom continue in Canada. Attacks come today from outside the university, including, for example, from agencies of government or from governments themselves, from the media and from individuals and groups in the general public who oppose this or that aspect of a university's activities. They also continue to come, of course, within the university from the administration and from individual or groups of academic staff members. The CAUT Committee on Academic Freedom and Tenure is aware of threats to academic freedom from all these sources. The familiar efforts by those with vested interests to guide and control the path of scholarship take new and sometimes unexpected forms. Attacks on academic freedom appear from time to time in new guises. Legislation introduced or threatened in a number of provinces could greatly increase the influence of governments in the operations of the universities and constrain the operation of the tenure system. The traditional right of the universities to decide who will teach and what will be taught would be infringed. This is merely a recent manifestation of a powerful threat to university autonomy which became apparent when the provincial and federal governments assumed greater responsibility for funding post-secondary education. The universities are now being financed by governments to such an extent that they are, for all practical purposes, dependent on government for the continuation of their programmes. Governments frequently demand that the universities be more responsive to the needs of society. No one objects to studies which are relevant to society. But what is relevant: long-term or short-term goals; industrial development or ecology; Canadian studies or Chinese civilization? Governments usually mean that they want the universities to provide academic programs which will enhance government policies. They sometimes do not want honest judgement and independent criticism of the value of those policies. If the academic staff does not have security of contract, it will not be able to speak out if it considers that the plans of politicians or technocrats are ill-advised. Society will not have the benefit of independent criticism. The academic staff will have become a muted civil service.

9. Can academic staff members themselves be a threat to academic freedom?

The well-developed system of peer assessment of performance which is used in the academic community means that the colleagues of staff members, in the words of a former Chairman of the Academic Freedom and Tenure Committee, "have the power to work the same kinds of injustice which were formerly the prerogative of Deans and Presidents." Academic freedom must now be protected against the carelessness or wilfulness of peers. It is important to guard against academic status decisions (appointment, the award of tenure, promotion) made for reasons of personal popularity and academic fashion rather than for academic performance. If the majority of members in a department favours a particular approach to studies in a discipline, they may attempt to force this approach on all their colleagues, thus stifling free inquiry. Security of appointment allows academic staff to resist such pressures and to maintain an independent stance to the ultimate benefit of the students, the university and society at large. It also enables them to devote their time and energy to their proper work of teaching and research without concern that they may lose their jobs because of criticism by their colleagues. The award of tenure, following fair and equitable procedures, including review of recommendations by Faculty and University committees and appeals, if ultimately necessary, reduces the chance that decisions will be made as a result of the socialization and familiarity engendered when people work closely together. The danger that the unpopular staff member will be denied tenure or the incompetent but sociable member will be granted tenure is reduced by the "due process" model of making decisions.

Institutional benefits in the tenure system

10. Does tenure facilitate planning within the university?

The university, which in its essential function is composed of the academic staff and the students, benefits immeasurably from the institution of tenure. As the main bulwark of academic freedom, tenure ensures that the university functions as a centre of honest, informed comment and criticism on public issues of the day. It is also a responsibility of the academic staff to ensure as members of university senates, that the courses and programs which are offered are reviewed and revised from time to time so that equality is maintained. They must feel free to express their views responsibly on the way in which the administrative officers and the Board of Governors are meeting their responsibilities. Tenure thus helps to ensure that the university itself will benefit from reasoned and independent criticism.

11. Does the tenure system assist university administrators?

Tenure provides a crucial basis for senior university administrators and the Board of Governors to resist pressures from individuals and groups in society who urge that members of the academic staff be dismissed or disciplined for expressing opinions which displease such persons. In contentious situations it enables the administration to resist unjust attacks on tenured staff without jeopardizing their own positions. It allows them to deflect the enemies of the university, whether politicians, vigilante groups, or even factional professors, by informing representatives of such groups that the university is required by regulations to provide a fair hearing before taking action against a member of the academic staff, regardless of the administrator's personal views.

Procedural safeguards in granting a tenured appointment

12. Do academic staff members get tenure automatically?

Most faculty members and librarians secure tenure only after a probationary period of up to five years. At the end of that period tenure is awarded only following a rigorous assessment of academic performance. Few other professions require such an extended apprenticeship period. Experienced staff members who hold tenure at one university may, however, be appointed with tenure at another university.

13. Is academic freedom protected during the probationary period?

CAUT expects, of course, that the academic freedom of probationary members of the academic staff will be as zealously protected within the university as that of tenured members. It is, however, unfortunately true that those on probation will feel less able to express their views freely than their tenured colleagues. This period should therefore be as short as practicable. A probationary period should be of sufficient length to give the university, as employer, an opportunity to assess ability and to permit a faculty member or librarian to demonstrate that he or she will have a productive academic career. A probationary period which is excessively long extends an already stressful period of uncertainty. Probationary appointments leading

(Continued page 18)

Nominations universitaires permanentes et leur but

L'Association canadienne des professeurs d'université a adopté, à titre de principe directeur fondamental de son action, la position selon laquelle les nominations permanentes sont essentielles dans les universités canadiennes afin d'assurer la liberté universitaire de ses membres et la promotion de l'excellence dans les universités elles-mêmes. En 1977, le Conseil de l'ACPU a approuvé la définition modèle suivante de la liberté universitaire:

Le bien commun de la société dépend de la quête du savoir et de sa libre présentation. La liberté d'expression dans les universités est essentielle à ces deux fins dans l'enseignement de l'université ainsi que dans son érudition et sa recherche. L'université ne doit en rien empêcher les professeurs d'exercer leurs droits légaux de citoyens ni ne doit les frapper de pénalités à cause de l'exercice de ces droits et l'université ne violera ni ne diminuera la liberté universitaire d'un professeur. Le personnel universitaire a le droit, peu importe la doctrine prescrite, à la liberté d'effectuer des recherches et d'en publier les résultats, à la liberté d'enseignement et de discussion, à la liberté de critiquer l'université et l'association de professeurs et à ne pas être assujetti à la censure institutionnelle. La liberté universitaire n'exige pas la neutralité de la part des professeurs. Elle rend plutôt l'engagement possible. La liberté universitaire comporte l'obligation d'en faire usage d'une manière compatible avec le devoir de fonder la recherche et l'enseignement sur une quête sincère du savoir.

1. Qu'est-ce que la permanence?
La permanence s'entend, de l'emploi d'un caractère continu détenu par un membre du personnel enseignant après un stage probatoire réussi. Le mot "permanence" implique qu'il ne peut être mis fin à son emploi (c'est-à-dire que le titulaire ne peut être renvoyé ou licencié) que pour des raisons appropriées et selon une procédure qui assure l'équité. La procédure exigée par l'ACPU et presque invariablement suivie dans les universités canadiennes pour déterminer si un professeur permanent sera renvoyé consiste dans l'arbitrage. C'est ainsi qu'une nomination permanente n'assure pas une sécurité d'emploi absolue. Elle garantit seulement que le professeur sera renvoyé pour une bonne et suffisante raison établie devant un tribunal régulièrement constitué et indépendant.

2. D'autres groupes d'employés bénéficient-ils de la permanence?
Le mot "permanence" s'applique le plus souvent à l'emploi continu détenu par les professeurs d'université. Beaucoup d'autres employés, cependant, ont un poste qui présente les mêmes caractéristiques. Les employés du secteur public, du commerce et de l'industrie sont souvent aujourd'hui visés par une convention collective qui renferme des dispositions destinées à empêcher leur licenciement arbitraire. Ces dispositions ressemblent beaucoup à celles qui s'appliquent aux nominations permanentes dans les universités.

3. Pourquoi les professeurs doivent-ils avoir la permanence?
Assurer la liberté universitaire, telle est la raison la plus importante de la sécurité d'emploi appelée permanence dans les universités. La liberté universitaire est la liberté qu'ont les professeurs d'enseigner et de mener des recherches en toute indépendance des gens ou de groupes de gens de l'intérieur ou de l'extérieur de l'université. La liberté universitaire et la permanence existent" ... afin que la société bénéficie des vues franches et des critiques indépendantes qui ne seraient peutêtre pas exprimées par crainte d'offenser un groupe social dominant ou une attitude sociale passagère". (Byse, C. et Joughin, L.: Tenure in American Higher Education (Plans, Practices and the Law) Cornell University Press, 1959, 212 p.) La mission de l'université est, selon les termes mêmes du Pr F.H. Underhill, " ... de chercher à mieux connaître et à mieux comprendre la nature et la société et de ne cesser de poser des questions, souvent très embarassantes, au sujet des croyances établies et des vues traditionnelles". (Underhill, F.H.: Academic Freedom in Canada. *Bulletin* de l'ACPU, v. 8, no. 2, 1959.) La liberté universitaire n'est pas plus absolue, cependant, que la liberté dont jouissent les citoyens dans une démocratie. Elle doit s'exercer avec responsabilité et avec une juste retenue. Les nominations permanentes revêtent une importance vitale parce qu'elles garantissent que les intéressés pourront en toute liberté accroître leur compétence professionnelle. Cela importe non pas uniquement au professeur, mais à l'ensemble de l'université. Cela permet de maintenir et d'établir des programmes intégrés au sein de sections universitaires à l'abri d'injustes pressions de source interne ou externe. Sans la sécurité assurée par les nominations permanentes et la recherche de l'excellence professionnelle qu'elles encouragent, il serait souvent difficile de résister aux pressions qui incitent à décider des cours et des programmes pour des raisons de convenance et à court terme.

4. La permanenee augmente-t-elle la qualité des universités?
Oui. Pour que l'université remplisse sa mission, ceux qui la servent en tant que professeurs doivent être le plus à l'abri possible des pressions et directives de sources non universitaires, qu'elles soient privées ou gouvernementales. Si le personnel universitaire estime que son indépendance professorale et intellectuelle est menacée par une critique qui n'est pas éclairée, son moral et les normes universitaires vont en souffrir. L'université pourrait cesser d'être un centre en quête de l'excellence et marqué par une recherche et un enseignement créateurs, originaux et actifs. Elle pourrait devenir caractérisée par la timidité, la servilité et la circonspection. La protection assurée par les nominations permanentes rend la chose moins vraisemblable.

5. La permanence est-elle simplement la "sécurité d'emploi"?
De l'avis de l'ACPU, l'objet premier de la permanence tient à la fonction spéciale de l'université — la recherche de la vérité, de connaissances nouvelles et d'une compréhension judicieuse des choses — et au besoin souverain de protéger la liberté universitaire. L'ACPU reconnaît, cependant, que la permanence assure un certain degré de sécurité d'emploi. L'ACPU croit que ses membres ont droit à la même sécurité que celle dont jouissent les membres de la plupart des professions libérales et des occupations et métiers par le moyen d'associations professionnelles, de contrats syndicats ou de conventions fondées sur des négociations collectives. A son avis, le personnel universitaire, à cause de sa formation longue, difficile et spécialisée, est particulièrement vulnérable aux caprices de l'économie et du marché et doit y être raisonnablement à l'abri. Le choix d'une carrière universitaire oblige souvent à abandonner d'autres possibilités d'activité professionnelle dont, après quelques années à l'université, il n'est plus possible de profiter.

6. La permanence protège-t-elle les incompétents?
La permanence vise à faire en sorte que tous les professeurs, compétents ou incompétents, ne perdent leur emploi qu'une fois qu'il a été décidé de façon indépendante que leur renvoi est dans l'ordre. Le professeur incompétent ne sera assuré de son poste que si l'administration universitaire se refuse à porter des accusations entraînant le renvoi lorsqu'elle les juge justifiées. Le système de la permanence ne saurait être blâmé si la procédure de renvoi n'est pas appliquée lorsqu'il faut le faire. En fait, les universités se montrent de plus en plus prêtes à agir afin de renvoyer les professeurs qui ne s'acquittent pas de leurs responsabilités d'une façon satisfaisante. (Le bureau central de l'ACPU peut fournir sur demande des renseignements sur des affaires de renvoi.) La permanence se justifie, non parce qu'elle assure la sécurité à ceux qui ne la méritent pas, mais parce qu'elle protège ceux qui en ont besoin. Elle protège les minorités vulnérables contre la tyrannie potentielle de la majorité à l'intérieur et à l'extérieur des universités. Comme il a déjà été signalé, l'ACPU est favorable à l'existence d'une juste procédure de renvoi d'un professeur pour incompétence ou oubli de ses devoirs. Elle accepte le recours à d'autres sanctions telles que la réprimande, le refus d'une augmentation de salaire fondée sur le mérite et le refus d'une promotion en cas de déficiences de moindre gravité. L'ACPU propose que toutes les universités adoptent les Directives de l'ACPU en matière d'éthique professionnelle (*Guide de l'ACPU*, 1979, pp. 51-54) afin que chacun sache en quoi consiste la bonne conduite professionnelle.

Menaces pour la liberté universitaire

7. La liberté universitaire au Canada a-t-elle été menacée dans le passé?
L'histoire complète des atteintes à liberté universitaire au Canada reste à écrire. Cependant, The **Good Old Days**, encart spécial inséré dans le *Bulletin* de l'ACPU, publié pour la première fois en 1975 et publié à nouveau en octobre 1983, renferme un triste bilan des empiètements dont la liberté universitaire personnelle a fait l'objet dans les universités entre 1930 et 1960. Les atteintes sont venues de conseils d'administration vindicatifs, de présidents d'université craintifs et inquiets et de figures politiques.

8. Y a-t-il des menaces pour la liberté universitaire au Canada aujourd'hui?
La liberté universitaire continue d'être menacée au Canada. Les attaques viennent aujourd'hui d'en dehors de l'Université, y compris, par exemple, des organismes gouvernementaux ou des gouvernements eux-mêmes, des médias et des gens et des groupes de gens qui s'opposent à tel ou tel élément de l'action universitaire. Elles continuent aussi de venir, bien entendu, de l'intérieur de l'université, c'est-à-dire de l'administration et de professeurs isolés ou de groupes de professeurs. Le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU est au courant des menaces pour la liberté universitaire qui viennent de toutes ces sources. Les efforts bien connus exercés par ceux qui y ont un intérêt personnel pour orienter et contrôler le cheminement du savoir revêt des formes nouvelles et parfois inattendues. Les attaques contre la liberté universitaire se présentent de temps en temps sous de nouvelles apparences. La législation adoptée ou envisagée dans un certain nombre de provinces pourrait fort accroître l'influence des gouvernements sur les opérations des universités et gêner le fonctionnement du système de la permanence. Violé sera le droit traditionnel des universités de déterminer qui enseignera et ce qui s'enseignera. C'est là simplement la manifestation récente d'une puissante atteinte à l'autonomie universitaire qui est devenue apparente quand les gouvernements fédéral et provinciaux ont assumé de plus grandes responsabilités dans le financement de l'enseignement postsecondaire. Les universités sont aujourd'hui financées à un tel point par les gouvernements qu'elles dépendent, à toutes fins utiles, de ces derniers pour ce qui est du maintien de leurs programmes d'études. Les gouvernements insistent souvent pour que les universités soient plus sensibles aux besoins de la société. Personne ne s'oppose aux études utiles à la société. Mais qu'est-ce qui est utile: des objectifs à long terme ou à court terme; le développement industriel ou l'écologie; les études canadiennes ou la civilisation chinoise? Les gouvernements entendent d'ordinaire qu'ils veulent que les universités assurent des enseignements qui vont faire valoir leur politique. Ils ne veulent pas parfois entendre une franche appréciation et une critique indépendante de la valeur de leur politique. Si les professeurs d'université n'ont pas la sécurité d'un contrat, il ne leur sera pas possible d'élever la voix s'ils jugent peu judicieux les plans des politiciens ou des technocrates. La société ne bénéficiera pas d'une critique indépendante. Les professeurs seront devenus des fonctionnaires muets.

9. Les membres du personnel enseignant peuvent-ils eux-mêmes être une menace pour la liberté universitaire?
Le système bien établi de l'appréciation du rendement par les collègues qui se pratique dans la collectivité universitaire signifie que les collègues, comme l'a dit un ancien président du Comité de la liberté universitaire et de la permanence de l'emploi, "sont en mesure de commettre les mêmes sortes d'injustices qui étaient autrefois l'apanage des doyens et des présidents". Il faut aujourd'hui protéger la liberté universitaire contre l'insouciance ou la malveillance des collègues. Il importe d'empêcher que les décisions relatives au statut professoral (engagement, octroi de la permanence, promotion) se prennent pour des raisons de popularité personnelle et de mode unisitaire plutôt que de rendement. Si la majorité des membres d'un département favorisent une certaine approche des études d'une discipline, ils chercheront peut-être à l'imposer à tous leurs collègues, ce qui étouffera la libre recherche du savoir. La sécurité d'emploi permet au personnel enseignant de résister à de telles pressions et de conserver une attitude d'indépendance au bénéfice, en fin de compte, des étudiants, de l'université et de l'ensemble de la société. Elle permet aussi aux professeurs de consacrer tout leur temps et toute leur énergie à leur vraie tâche, l'enseignement et la recherche, sans craindre de risquer de perdre leur emploi à cause de la critique de leurs collègues. L'octroi de la permanence, après l'application d'une juste procédure, y compris l'examen des propositions des comités des professeurs et de l'université et des appels, s'il en faut finalement, diminue les chances que les décisions se prennent en fonction de la socialisation et de la familiarité qui se produisent lorsque des gens travaillent étroitement ensemble. Le modèle de la prise de décisions suivant des "voies de droit régulières" réduit le danger que la permanence soit refusée au professeur impopulaire ou soit accordée au professeur incompétent mais sociable.

Avantages de la permanence pour l'université

10. La permanence facilite-t-elle la planification au sein de l'université?
L'université, qui, pour ce qui est de son rôle essentiel, se compose du personnel enseignant et des étudiants, bénéficie immensément de l'institution de la permanence. Principal rempart de la liberté universitaire, la permanence permet à l'université d'être une voix qui exprime des vues et des commentaires éclairés et francs sur les questions publiques du jour. Il incombe aussi aux membres du personnel enseignant de veiller, en tant que membres du sénat de l'université, à ce que les cours et les enseignements assurés soient examinés et révisés de temps à autre afin d'en maintenir la qualité. Ils doivent se sentir libres d'exprimer de façon responsable leurs vues sur la manière dont les cadres et le conseil d'administration s'acquittent de leurs responsabilités. La permanence concourt ainsi à faire que l'université même bénéficie d'une critique raisonnée et indépendante.

12. Le système de la permanence aide-t-il les administrateurs de l'université?
La permanence assure aux administrateurs supérieurs de l'université et au conseil d'administration un solide point d'appui aux fins de résister aux gens et aux groupes de gens de l'extérieur qui demandent instamment le renvoi ou la sanction de membres du personnel enseignant parce qu'ils ont exprimé des vues qui leur déplaisent. Dans des situations contentieuses, elle permet à l'administration de résister aux injustes attaques dirigées contre des professeurs sans compromettre ses propres positions. Elle lui permet de détourner les ennemis de l'université, qu'il s'agisse de politiciens, de groupements de surveillance ou même de professeurs factieux, en informant les

(Voir page 22)

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Tenure — from page 16

to consideration for tenure are very often divided into two distinct periods; an initial two or three year period and a final two or three year period between which a decision is made on whether to renew the appointment. CAUT guidelines require that the decision to renew a probationary appointment be made by procedures which are fair to the member of the academic staff and which provide an opportunity to appeal a negative decision. As in all other cases where academic status decisions are made, the member of the academic staff is entitled to know of concerns which may lead to a negative decision, to respond to those concerns and to receive in writing a statement of the final reasons which lead to the decision. It is not appropriate to deny an appointment renewal or a tenured appointment to a probationary member of the academic staff for financial reasons. Any termination of appointment for such reasons should be in accordance with financial exigency procedures.

14. How do academic staff members get tenure?

In most universities an elected committee composed of members of the academic staff assesses the quality of a faculty member's teaching, scholarship and contributions to the academic community and recommend whether or not tenure should be granted. The committee is composed of both tenured and sometimes untenured members of the academic staff. Regulations usually require that opinions be sought from knowledgeable persons from elsewhere in the university and from outside. In most universities student opinion on the candidate for tenure is also available from evaluations of teaching performance. The recommendation is usually considered by a review committee composed of university administrators and persons drawn from other academic units in the university, and a decision is made. The member of the academic staff has an opportunity to appeal a negative decision. The procedures under which the original recommendation is formulated and appeals are heard are designed to ensure fairness. The final appeal of a negative decision is often in the form of binding arbitration. As a minimum, a member of the academic staff is entitled to know the reasons why tenure is not to be awarded and to have an opportunity to respond to those reasons. The peer assessment process functions effectively because those members of the academic staff who serve upon tenure committees are concerned to maintain the academic standards in their universities. Regulations usually require that opinions be sought from knowledgeable persons from elsewhere in the university and from outside. In most universities student opinion on the candidate for tenure is also available from evaluations of teaching performance. The recommendation is usually considered by a review committee composed of university administrators and persons drawn from other academic units in the university, and a decision is made. The member of the academic staff has an opportunity to appeal a negative decision. The procedures under which the original recommendation is formulated and appeals are heard are designed to ensure fairness. The final appeal of a negative decision is often in the form of binding arbitration. As a minimum, a member of the academic staff is entitled to know the reasons why tenure is not to be awarded and to have an opportunity to respond to those reasons. The peer assessment process functions effectively because those members of the academic staff who serve upon tenure committees are concerned to maintain the academic standards in their universities.

15. Are universities under legal obligation to make tenure decisions fairly?

In recent years the courts in Canada have demonstrated an increasing willingness to intervene when decisions affecting members of the academic staff have not been made by fair and equitable procedures. The tenure granting procedures now contained in most collective agreements and faculty handbooks are drafted carefully to reduce the occasions when legal action becomes necessary.

16. Is the granting of tenure necessarily linked to promotion in rank?

In earlier days tenure was often granted at the same time as promotion to the rank of associate professor. It is now usual that tenure not be linked to particular academic rank. Promotion in rank and the granting of tenure are, in fact, separate and distinct steps in an academic career. Probationary appointments are frequently made at the assistant professor rank when a member of the academic staff has completed formal academic qualifications (for example, the Ph.D. degree). The award of tenure marks the successful completion of the probationary period and suggests that the university is satisfied that a member of the academic staff shows promise of a successful career. Promotion in rank marks significant progress in that career. It is now increasingly common for members of the academic staff on part-time appointments with only limited responsibility in teaching and scholarship to hold tenured appointments though they may have no, or little, expectation of promotion. Their academic freedom is thus protected.

17. Does CAUT approve the periodic review of the appointments of tenured members of the academic staff?

It is the CAUT position that formal, regular review of the entitlement of faculty members to continue in tenured appointments is unnecessary. Tenured faculty members regularly undergo more or less formal, but rigorous, review in a variety of other ways. They are reviewed, of course, for promotion in rank, and for the award of merit salary increments. Commonly, their teaching performance is assessed regularly by students and their scholarly activities are assessed by colleagues inside and outside their own universities when they apply for publication or research grants. In these and other ways faculty members are regularly evaluated. There would be little benefit to the universities or to the general public if performance were also reviewed at five or six year intervals as is sometimes suggested. If faculty members are not doing their jobs the evidence on which to base dismissal charges will be available whether or not there are procedures for regular formal review of performance. Periodic review of tenured members of the academic staff would distort individual research schedules to the detriment of the advancement of knowledge. There would be a tendency to cycle research and scholarship into the arbitrary time phase fixed by the review period.

18. Does CAUT approve of five-year academic appointments?

It is occasionally suggested by those who wish universities to have the flexibility to replace staff who are perceived to be less productive that appointments be made only for five-year terms, renewable if justified by academic performance. It is clear that such appointments would provide no protection for academic freedom. It is difficult to believe, moreover, that staff members could have productive and satisfying careers with the uncertainty of appointments renewal always present. It is both unwise and unnecessary for universities to use such appointments. They would provide but thinly disguised pretexts for ridding the university of troublesome members. Such appointments are not an acceptable substitute for the procedures described in the CAUT financial exigency and program redundancy guidelines.

19. Does the tenure system in universities discriminate against women?

It is undoubtedly true that women are less well-represented in the ranks of tenured academic staff than required by the number of qualified women available. Moreover, women often hold part-time or limited-term appointments and appointments at junior ranks and with salaries lower than equally-qualified men. CAUT guidelines on non-discrimination (*CAUT Handbook*, 1979, p.46), if applied as intended, will reduce or eliminate the factors which bring this about. It is not the tenure system which discriminates against women but the subtle means which society has devised to reduce the opportunity for women to have academic careers. Discrimination against women will be eliminated not by amending the tenure system but by ensuring that women and men are encouraged equally to undertake careers in all academic disciplines and are considered equally for appointment.

20. Has collective bargaining by university faculty associations made tenure unnecessary?

No. Collective bargaining by faculty unions merely ensures that due process in matters relating to academic appointments is legally enforceable under provincial labour legislation. Tenure predated collective bargaining and is now an important part of faculty collective agreements.

21. Does the tenure system create two categories of academic staff member: those who have tenured or tenurable appointments and those on limited-term appointments?

There is a great deal of well-founded concern for the increasing number of faculty members who hold one or two-year limited-term appointments. Persons holding such appointments live in year-to-year uncertainty about their career prospects. They often find it necessary to move from university to university to take up the short-term appointments which are available. They have been called "gypsy scholars" and it has been suggested that unless government support for the universities increases they will compose a lost academic generation. University administrations have created this situation because they want to be able to reduce faculty numbers easily when funding restrictions require. It is the CAUT position that government commitments to long-term university funding would permit new members to be appointed to probationary positions leading to tenure consideration. Limited-term appointments would then only be necessary for the limited

Tenure

reasons specified in CAUT guidelines (for leave replacements, for experimental programs and for other genuine short-term, unanticipated reasons). It is short-sighted university financing, not the tenure system, which has resulted in large numbers of well-qualified staff members holding limited-term appointments.

Procedures for terminating tenured appointments

22. What procedure is used to dismiss tenured staff members?

Those who hold tenured appointments can be dismissed from their positions if it can be demonstrated to a properly constituted arbitration tribunal that sufficient "cause" exists for such an extreme penalty. CAUT has on file an ever-increasing number of decisions of arbitration boards in dismissal cases. Copies can be provided on request. CAUT also believes that members of the academic staff on probationary, limited-term or part-time appointments have the right to a hearing if their appointments are to be terminated before the normal expiry date. Their academic freedom is thus protected during the period of their appointments. It is impossible to define in advance what would constitute adequate cause for dismissal. A decision on this matter is left to the arbitrators. Their judgment will be based on the facts of the particular case. Arbitrators may, however, be assisted by the findings of previous arbitrators in similar cases. The decisions in earlier arbitration cases do not, however, become legal precedents in the same way that court judgements do. Decisions in a significant number of appointment renewals, awards of tenure and dismissal cases over the past 10 years now provide guidance to arbitrators in current cases.

23. Do members of the academic staff who break the law automatically lose their tenured appointments?

Staff members who, in their relationships with students or colleagues, break the law, for example by defamatory statements or writings or by violent or illegal actions, are liable to prosecution whether they have tenure or not. They may also be subject to disciplinary action, including dismissal, within the university. Whether actions either inside or outside the university which result in legal action against, and perhaps conviction of, a member of the academic community should also lead to the termination of a tenured appointment should be determined by arbitration under the provisions of the collective agreement or faculty handbook. The arbitrator should determine whether or not a search of the law is relevant to the continuation of the academic appointment. Significant aspects of an arbitral judgment might be whether the charge was against the university as employer and whether the offence demonstrated a lack of the qualities required for the continuation of an academic appointment.

24. What happens to a tenured member of the academic staff who is disabled?

Most universities now have adequate long-term disability insurance provisions covering members of the academic staff who are unable, temporarily or permanently, to carry out their responsibilities because of physical or mental illness. The member may, in some cases, find it possible later to return to normal duties. The university is, however, able to appoint a temporary or permanent replacement and the ability of the university to maintain its courses and programs is not restricted. CAUT makes an important distinction between dismissal for cause of a tenured staff member on the one hand and the termination of a tenured appointment because of physical or mental disability on the other.

25. Can academic staff members lose their tenured appointments if universities cannot afford to pay them?

CAUT accepts the fact that as a result of substantial and continuing budgetary deficits a university may not be able to continue the appointments of all members of the academic staff. It may be necessary to terminate the appointments of some tenured and untenured faculty. CAUT guidelines on financial exigency require that the need for such extreme measures within the university be established to the satisfaction of an independent commission appointed bilaterally by the Board of Governors and the faculty association. When, and if, the financial exigency is confirmed those faculty members whose appointments will be terminated are entitled to have the decision reviewed at a hearing similar to that to which they would be entitled if they were being dismissed for cause. This protection ensures that university boards of governors or administrators do not use a real financial crisis to rid the university of members of the academic community for reasons which have nothing to do with their academic performance.

26. Can tenured members of the academic staff lose their positions if a university phases out courses or programs?

CAUT accepts the possibility that it may be necessary, from time to time, for universities by decision of the senior academic body to curtail or eliminate courses, programs and entire academic units. Faculty members, too, may find it necessary, as a result of developments in their disciplines, to modify their teaching and research priorities. The specialized nature of much academic work and the fact that it requires an extended and rigorous training period means, however, that universities

(Continued page 20)

University of Guelph
POST DOCTORAL RESEARCH FELLOWSHIP IN LAND RESOURCE SCIENCE

Available January 1, 1985 for two years to study the mechanisms of solute redistribution and modification of soil structure by ground freezing. Experience in soil physics, soil chemistry and soil mechanics is desirable.

Send résumé and three references by December 31st 1984 to:

Dr. B.D. Kay,
Chairman,
Department of Land Resource Science,
University of Guelph,
Guelph, Ontario
N1G 2W1

University of Guelph
Department of Crop Science
Assistant/Associate Professor

Assistant/Associate Professor, Crop Science, University of Guelph. Cereal Breeder. Full-time probationary position (tenure track). Responsibilities would initially include barley and oat breeding, graduate and/or undergraduate teaching and some extension. Position offers good opportunity to continue established program. Good field, growth room and laboratory facilities and technical assistance available. Applicants should possess Ph.D. in plant breeding with additional strengths in one of the underlying sciences. Salary and rank commensurate with training and experience. Closing date December 31, 1984 or when suitable applicant is identified. Send résumé, transcripts and names and addresses of three references to:

Dr. J.W. Tanner, Chairman,
Department of Crop Science,
University of Guelph,
Guelph, Ontario
N1G 2W1

Position subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

University of New Brunswick
FACULTY OF FORESTRY

Applications are invited for a tenure track appointment in Forest Economics/Forest Management at the Assistant Professor Rank beginning January 1985 subject to budgetary authorization. A Ph.D. or equivalent experience is required. The appointee will teach undergraduate and graduate courses, supervise graduate students, and will be expected to mount a strong research program. Preference will be given to those candidates with a strong background and orientation towards the use of economic anafysis in forest management decision making.

Applicants should note that, in accordance witb current government regulations, only tbose persons eligible for employment in Canada, may apply at this time.

Applications, including a curriculum vitae and names of three referees should be submitted to:

Dr. G.L. Baskerville,
Dean, Faculty of Forestry,
University of New Brunswick,
Bag Service #44555,
Fredericton, N.B.,
Canada E3B 6C2

TRIUMF MESON RESEARCH FACILITY
University of Alberta
Simon Fraser University
University of Victoria
University of British Columbia
Competition # 458-084
Research Associate in Intermediate Energy Physics

Applications are invited from persons with experience in intermediate energy nuclear physics. A good working knowledge of counter systems, fast and slow electronics and computers is required. Experience with nuclear cryogenics will be most helpful.

The successful candidate will be engaged in the University of Manitoba's research program in intermediate energy physics using the TRIUMF accelerator, located in Vancouver, B.C. The current research program consists of studies of fundamental symmetries in the nucleon-nucleon system, the measurement of spin-dependent observables in nucleon-nucleon and nucleon-very light nucleus scattering, and studies of quasi-free knockout reactions.

This appointment is available immediately and will be initially for one year renewable upon mutual satisfaction. The successful candidate will be eligible for a travel allowance. Remuneration will depend on qualifications and previous experience.

Applications including curriculum vitae, bibliography and the names of three referees should be sent by November 30, 1984 to:

Dr. W.T.H. van Oers (Comp. #458)
c/o TRIUMF Personnel
4004 Wesbrook Mall
Vancouver, B.C. V6T 2A3

We offer equal employment opportunities to qualified male and female applicants.

Tenure — from page 19

have a responsibility to ensure that every effort is made to ensure that faculty members are given opportunities to qualify themselves to continue their carcers in the new areas which are developing. Universities have responsibilities to their tenured faculty members which cannot be ignored when reorganization of academic programs is necessary. The role in any reorganized academic structure to be played by faculty members affected by the changes is one aspect of the planning which should be undertaken before changes are implemented. A university has the responsibility, when a course or program is phased out, to transfer affected members of the academic community to other positions for which they are qualified or, if necessary, to provide retraining so that they can take up an alternative appointment. A tenured appointment within the university must, however, be continued.

27. Must universities continue to support academic programs in disciplines which do not attract students?

Universities will, from time to time, need to reorganize academic programs and, perhaps, to eliminate entire academic departments. As long as this is donc by procedures which accord with CAUT program redundancy guidelines it is accep-table. It should be kept in mind, however, that university programs are seldom designed to accommodate the short-term demands of government, society or students. They facilitate rather, the organized search for knowledge which characterizes universities. Major changes in programs are usually made only when it is apparent that existing structures are not appropriate. Universities may very well wish to continue academic programs or units simply because they are of continuing intellectual importance though, in the short run, they may not be attracting large numbers of students. This is a judgment which should be left to the universities alone. The way in which a university will provide programs in new and expanding or popular fields and will reduce resources to programs which are less in demand is best left to the university Senate.

28. Who should make the decision to dismiss a tenured faculty member?

CAUT believes that the President of a university, on the advice of his senior administrators, should make the decision that dismissal action is warranted and should provide a statement of the charges. University presidents and administrators cannot be permitted to bemoan the presence of unproductive members of the academic staff if they are not prepared to test their judgment by bringing dismissal charges when they feel they are warranted. CAUT does not believe that Deans or Vice-Presidents should be responsible for making the decision to bring dismissal charges against a member of the academic staff. The likelihood, if they are given this responsibility, is that the university President will feel that he or she has power of final decision after the charges have been adjudicated. Neither the President (nor the 8oard of Governors) should have that power. It is the CAUT position that the grave decision to proceed with dismissal should be made only after careful consideration by the highest official in the university. The President, when he or she has made the decision to proceed with a dismissal action, becomes a party to the case and the dismissal procedures cannot therefore be advisory to the President. The President cannot be the one to judge the adequacy of the charges. Nor is it appropriate that boards of governors, which are the legal employers of members of the academic staff, determine whether or not a member should be dismissed. They are usually large and cumbersome and lack the expertise to carefully consider the issues which are likely to arise.

They are, moreover, likely to support the judgment of the university President that dismissal is justified. Refusal to do so would be widely seen as a want of confidence. (Berland, Alwyn: "The Role of the University President in Dismissal Procedures." CAUT *Bulletin* v.19, no.4, summer, 1971.) The final and binding decision must be made by the arbitration tribunal.

29. How is a dismissal arbitration tribunal established and what procedures protect the member of the academic staff?

The procedures for conduct of arbitrations are now well established in employer-employee relations. Minimum standards are often contained in provincial arbitration Acts and the procedures to be used in particular universities are contained in collective agreements and faculty handbooks. The basic requirements are set out in the dismissal sections of the CAUT Policy Statement on Academic Appointments and Tenure. *(CAUT Handbook*, 1979, pp. t5-17). Though there are a number of ways in which an arbitration tribunal might be established, it is important that it be composed of persons who are familiar with the profesional environment and with the academic traditions of the university and that they be from outside the university in which a particular case arises. The procedures used should allow natural justice and academic due process. The minimum requirements are: (a) notice of the charges and of the time and place of hearing, (b) right of the member of the academic staff and those administrators directly involved to appear at the hearing and to confront each other, (c) right to counsel, (d) right to call and cross-examine witnesses, (e) right to a written statement of findings of fact and reasons for the decision.

30. Why does CAUT insist on arbitration in dismissal cases?

Arbitration not only is fair but is generally seen by most people to be fair. The decision of a properly constituted and conducted arbitration will be accepted by most members of the university community concerned. This makes it unlikely that demands to reopen a case will receive significant support on the campus. In contentious cases, any other procedure is likely to be considered unfair by one of the parties and will not lead to a settlement of the issues. The great virtue of properly conducted arbitration is finality. Arbitration prior to dismissal also advances the reputation of the university as an enlightened institution which does not make hasty or ill-judged decisions, but rather proceeds with full deliberation. Since dismissal for cause will almost certainly end the university career of the academic staff member concerned such a step should be taken only after careful consideration. The member of the academic staff should have the right to the fullest and fairest hearing of the charges.

31. Is the dismissal procedure so cumbersome that it will not be used?

The dismissal procedure is not so complicated that, in practice, tenured members of the academic staff will not be dismissed. The relative infrequency of dismissal procedures does not mean that tenure protects people who deserve to be dismissed. They will often resign voluntarily so that the arbitration procedures need not be invoked. Such cases are seldom made public though they may be known to CAUT. The public only hears of the occasional spectacular dismissal case and may falsely conclude that persons with tenure are rarely if ever dismissed. The arbitration process is neither so costly, cumbersome nor time-consuming as to discourage universities from seeking to dismiss a member of the academic community if there appears to be sufficient cause. A number of well-conducted dismissal arbitrations in the universities in recent years have demonstrated that, while they are never pleasant, they do provide an equitable means of firing seriously unsatisfactory staff members. They demonstrate to the university community and to the general public that universities have and use equitable procedures for ensuring that they responsibly conduct their own affairs.

Approved by CAUT Council May 1984.

Université d'Ottawa

Département de Langues et littératures modernes — Etudes slaves.

Poste régulier de professeur adjoint ou agrégé en linguistique slave, à partir du 1er juillet 1985. Doctorat et publications requis avec une forte compétence en linguistique synchronique slave et l'aptitude à enseigner des cours de 2e et 3e cycle en phonologie, morphologie et syntaxe russes. La préférence sera accordée aux candidats dont la compétence comprend l'ukrainien et, idéalement, le polonais. Le traitement sera établi à partir des qualifications et de l'expérience du candidat, et le rang est sujet à l'approbation budgétaire. L'université d'Ottawa est une institution bilingue et la préférence sera accordée aux candidats bilingues (français — anglais). Conformément aux exigences de l'Immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

Demandes d'emploi, curriculum vitae et les noms de trois répondants doivent être adressés avant le 1 décembre 1984 au directeur.

Professeur Andrew Donskov,
Directeur intérimaire,
Département de Langues et littératures modernes,
Université d'Ottawa,
Ottawa, K1N 6N5

American Administrations Under censure by AAUP

South Dakota State Colleges and Universities under South Dakota State Board of Regents (September, 1961, pp. 247-255)	1962
Grove City College (Pennsylvania) (March, 1963, pp. 15-24)	1963
College of the Ozarks (Arkansas) (December, 1963, pp. 352-359)	1964
Nebraska State Colleges (December, 1964, pp. 347-354)	1965
Amarillo College (Texas) (September, 1967, pp. 292-302)	1968
Southern University (Louisiana) (March, 1968, pp. 14-24)	1968
Troy State University (Alabama) (September, 1968, pp. 298-305)	1969
Frank Phillips College (Texas) (December, 1968, pp. 433-438)	1969
Central State University (Oklahoma) (March, 1969, pp. 66-77)	1969
Laredo Junior College (Texas) (December, 1970, pp. 398-404)	1971
Southern Arkansas University (March, 1971, pp. 40-49)	1971
Tennessee Wesleyan College (March, 1971, pp. 53-57)	1971
Onondaga Community College (New York) (June, 1971, pp. 167-174)	1972
Colorado School of Mines (March, 1973, pp. 73-79)	1973
McKendree College (Illinois) (March, 1973, pp. 86-92)	1973
Rider College (New Jersey) (March, 1973, pp. 93-100)	1973
Camden County College (New Jersey) (September, 1973, pp. 356-362)	1974
Voorhees College (South Carolina) (March, 1974, pp. 82-89)	1974
Virginia Community College System (April, 1975, pp. 30-38)	1975
Concordia Seminary (Missouri) (April, 1975, pp. 49-59)	1975
Houston Baptist University (April, 1975, pp. 60-64)	1975
Murray State University (Kentucky) (December, 1975, pp. 322-328)	1976
Blinn College (Texas) (April, 1976, pp. 78-82)	1976
Marquette University (Wisconsin) (April, 1976, pp. 83-94)	1976
University of Texas Health Science Center at Houston (December, 1976, pp. 364-368)	1977
University of Osteopathic Medicine and Health Sciences (Iowa) (April, 1977, pp. 82-87)	1977
Wilkes College (Pennsylvania) (April, 1977, pp. 88-93)	1977
State University of New York (August, 1977, pp. 237-260)	1978
University of Detroit (March, 1978, pp. 36-54)	1978
Phillips County Community College (Arkansas) (May, 1978, pp. 93-98)	1978
University of Maryland (May, 1979, pp. 213-227)	1979
University of Texas of the Permian Basin (May, 1979, pp. 240-250)	1979
Wingate College (North Carolina) (May, 1979, pp. 251-256)	1979
Oliver College (Michigan) (April, 1980, pp. 140-150)	1980
Nichols College (Massachusetts) (May, 1980, pp. 207-212)	1980
Bridgewater State College (Massachusetts) (April, 1981, pp. 86-95)	1981
Harris-Stowe State College (Missouri) (May, 1981, pp. 133-142)	1981
Yeshiva University (New York) (August, 1981, pp. 186-195)	1982
Eastern Oregon State College (May-June, 1982, pp. 1a-8a)	1982
University of Idaho (November-December, 1982, pp. 1a-17a)	1983
Sonoma State University (California) (May-June, 1983, pp. 3-12)	1983
Goucher College (May-June, 1983, pp. 13-23)	1983
Auburn University (May-June, 1983, pp. 24-32)	1983
Morehead State University (Kentucky) (May-June, 1983, pp. 33-41)	1983
American International College (Massachusetts) (May-June, 1983, pp. 42-46)	1983
Illinois College of Optometry (November-December, 1982, pp. 17a-23a)	1984
Metropolitan Community Colleges (Missouri) (March-April, 1984, pp. 23a-32a)	1984
University of Northern Colorado (May-June, 1984, pp. 1a-8a)	1984

Université d'Ottawa
University of Ottawa
Département de communication
Directeur

Nous invitons les candidatures à ce poste avant le 1er novembre 1984. Le Département de communication est une unité autonome au sein de la Faculté des Arts. Ce département bilingue compte 11 professeurs de carrière et reçoit plus de 300 étudiants inscrits à un B.A. avec concentration (3 ans) ou à un B.A. avec spécialisation (4 ans).

Le candidat ou la candidate devrait posséder les qualifications requises pour une nomination au rang de professeur agrégé ou titulaire: doctorat ou l'équivalent, expérience de l'enseignement universitaire, travaux de recherche ou expérience professionnelle, et une bonne connaissance du français et de l'anglais. L'entrée en lonction est prévue le 1er janvier 1985 ou le 1er juillet 1985.
Les candidatures doivent être envoyées à:

M. Marcel Hamelin, doyen
Faculté des Arts
Université d'Ottawa
Ottawa K1N 6N5

Université d'Ottawa
University of Ottawa
Department of Communication
Chairman

Applications lor the above position are invited belore November 1, 1984. The Department ol Communication is an autonomous unit of the Faculty of Arts. Composed ol 11 full-time professors, this bilingual Department receives more than 300 students and offers a three-year concentration and a four-year Honours B.A.

The candidate lor the position should qualify lor appointment at the associate or lull prolessor rank, should be fluent in English and French, and should have academic and administrative experience. The appointment is effective January 1, 1985 or July 1, 1985.

Applications should be addressed to:

Dr. Marcel Hamelin, Dean,
Faculty of Arts
University of Ottawa
Ottawa K1N 6N5

Howe's book is "powerhouse"

by William Gibson

This Is The Prophet Jesus, by Fred S. Howes, De Vorss Co., Marina del Rey, California, 1982, 245 pages.

Several generations of Canadian students owe a great deal to the hard-headed professor of electrical engineering at McGill for making them think about the historical records purporting to describe the life and teaching of Jesus of Nazareth. In a life-long effort to get to the very marrow of the unadorned teachings Dr. Howes, (a former President of CAUT) following in the footsteps of another Canadian Dr. H.B. Sharman, who studied at the University of Chicago, has sought to separate the wheat from the chaff, and from the editorial "scissors and glue" which have for too many centuries obfuscated the simple, if revolutionary, teachings and utterances of 2,000 years ago.

Professor Howes explains that as an undergraduate he was introduced to the comparative study of the synoptic gospels. Like others of that age group, and as a soldier returned from a World War, he plunged into the morass of conflicting accounts and oft-repeated prophecies which have turned away less determined minds.

After years of leading summer seminars on the meaning of the fragmentary records of the New Testament he has set down for succeeding generations his very clear and cogent conclusions.

As one might expect of a scientist the book is methodically arranged and the text flows with little interruption and without the hectoring cant of religiosity. There is none of what Cecil Rhodes called "unctuous rectitude" in this little powerhouse of a volume. Instead it is an example of clarity which allows the unadorned record to speak for itself.

Now, and in the future, students in whatever faculty or in whatever university, will feel that they have the guidance of a critical scientist in threading their way through the tortuous paths of encrusted dogma which have long surrounded the teachings of Jesus. In this Professor Howes has placed us in his debt.

Professor William Gibson, M.D., is Professor Emeritus of the History of Medicine at U.B.C.

B.C. workers under attack again – from page 4

mediately preceding the application, employed any person as an employee in the unit unless the conduct of the employer is either unfair or unreasonable. (Section 52 (8))

Basic Employee Rights

The right to political protest by stopping work has been effectively taken away through a change in the definition of "strike." The phrase which said that a strike must be for "the purpose of compelling an employer to agree to terms and conditions of employment" has been removed. Any work stoppage now becomes a strike regardless of the reason for it.

The new definition of what constitutes a construction project and a new section, "Economic Development Projects" (Section 73.1 (1)), when read together allow the Cabinet to designate whatever it pleases as a construction project. This then takes away from employees certain of their rights, in particular certification (as discussed above), the exercise of non-affiliation clauses, and work stoppages for health and safety reasons. The Labour Relations Board has been given the power to determine the rights to refuse to work for reasons of health or safety, as well as for the exercise of non-affiliation clauses. The Board's ruling is to be completely non-precedental, without regard "to anything done on...any other economic development project or to anything done pursuant to any other work or activity." (Section 73.1 (t)) Rulings will at the very least be ad hoc and may well be politically influenced.

Strikes

As stated above the definition of strike has been narrowed significantly. Major changes have also been made with respect to picketing. Primary picketing is restricted to places where members of the trade union are locked out or are lawfully on strike. (Section 85 (3)) This will prevent, for example, the picketing of separate head offices, locations where key equipment but no employees are located, or locations where only management personnet are located.

Secondary picketing has all but been eliminated. Prior Board permission is required in all instances and can only take place "...at or near another site or place which the employer causing a lockout or whose employees are lawfully on strike is using to perform work, supply goods or furnish services that, except for the lockout or strike, would be performed, supplied or furnished at the site or place where picketing is permitted by subsection (3)..." (Section 85 (4) (a)). Other operations of the same company, therefore, cannot under any circumstances be picketed.

In addition the Labour Relations Board may allow picketing at a common site, but not until it defines the site and also reasonably restricts the picketing to the employer causing the lockout or whose employees are on strike or to an ally of the employer. (Section 85 (4) and 85 (5))

This has been only a very brief summary of some of the more important changes to the Labour Code of British Columbia. The government claims that these amendments will increase workplace democracy and insulate "neutral" third parties from the effects of labour disputes. However Rod Mickleburgh, the labour reporter for the Vancouver **Province** newspaper has quoted Paul Weiler as saying: "It's obvious the intent of the amendments is to make B.C. as union free an environment as possible. The government has also wiped out its own ability to play a constructive role in resolving labour disputes, because it is no longer acting in a non-partisan way in labour relations."

Elizabeth Caskey is a librarian at the University of British Columbia.

McMaster student is winner of J.H.S. Reid Memorial Scholarship

Kevin Patrick McCabe, 35, is the winner of the J.H. Stewart Reid Memorial Scholarship for 1984/85. McCabe is a Ph.D. student in Roman Studies at McMaster University. He holds B.A. and B.Ed. degrees from Brock University, and an M.A. from McMaster. The one-year $5,000 scholarship was established by CAUT in memory of the Association's first executive secretary. It is funded through voluntary donations by faculty associations and individual faculty members across Canada.

Civil Engineering

Applications are invited for a tenure-track faculty position in the field of solid mechanics and structures. The applicant will be expected to work at the undergraduate and graduate level, and show a demonstrated interest in research. An earned Ph.D. is required. Applicants must be eligible for registration in a Provincial Association of Professional Engineers. The rank of appointment will depend on the qualifications of the successful applicant. It is expected that this position will be filled by September 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should have a detailed curriculum vitae and three references to:

Dr. F.R. Wilson,
Dean of Engineering
University of New Brunswick.
P.O. Box 4400, U.N.B.
Fredericton, N.B. E3B 5A3

Executive Director
(Half-Time)
Health Care/Educational Sector

The Kingston Health Sciences Complex, whose nine (9) members comprise representatives from the Health Care providers and post-secondary Educational Institutions in Kingston, are seeking an Executive Director who will be responsible for co-ordinating the allairs of the Complex. This challenging, approximately half-time position will require an individual who has had experience in direction and management, preferably in the Health Care sector.

The individual selected will be a self-starting professional with superior communication skills. A degree in the Health Care Field and/or Administration together with relevant career experience are desirable.

This University setting is an ideal situation on the shores of Lake Ontario and The Thousand Islands and is conveniently located to Toronto, Ottawa and Montreal.

Position available March 1985, on retirement of incumbent. Salary negotiable and to be in accordance with experience.

Forward conlidential résumé by October 30th to:

Mr. Gordon F. Eligh
Chairman
Kingston Health Sciences Complex
269 Welborne Avenue
Kingston, Ontario
K7M 4G7

Dalhousie University
Health Services Administration Program

The Program ol Health Services Administration invites applications lrom candidates for a full-time probationary/tenure track position at the Assistant/Associate Professor level beginning July 1, 1985 or earlier by arrangement. The successlul candidate will be expected to teach courses in the Master's program in Health Services Administration on Health Policy, Health Institutional Management and Organizational Theory. In addition, interest in teaching courses in one or two of the lollowing areas would be desirable: Long Term Care Administration, Nursing Administration, Health Ethics, Health Law, Public Health Administration, Mental Health Administration. Doctoral or equivalent professional and academic experience is required. Salary will be in accordance with such qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents ol Canada. Dalhousie University has a policy of affirmative action with respect to the employment of women.

Applications and résumé including names, addresses and telephone numbers of three relerences should be mailed belore November 15, 1984, to:

Professor Larry Nestman
Program Director,
Health Services Administration Program
Dalhousie University
1229 LeMarchant Street
Halifax, Nova Scotia
(902) 424-3742

Department of Electrical Engineering

Applicants are invited lor a laculty position in the Department ol Electricat Engineering, University of New Brunswick, Fredericton Campus, at the Assistant Professor rank. Candidates should have an interest in graduate and undergraduate teaching in one or more of the lollowing areas: electronic design, VLSt, robotics, digital systems and microelectronic applications, and a strong research capability in related areas. Applicants should be eligible for registration in a Provinciat Association of Professional Engineering. The Department has a lull-time laculty of 16 members, an undergraduate enrollment of 300, and a B.Sc.E. program with options in electronics, communications and fields, power apparatus and systems, control and computer engineering. In addition, there are 40 graduate students working in the above areas. In accordance with Canadian Imnigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Appointment to be effective January 1, 1985. Résumé and the names of three referees should be sent to.

Dean ol Engineering,
University ol New Brunswick.
P.O. Box 4400, Fredericton, N.B.
Canada E3B 5A3.

Nominations permanentes de la page 17

représentants de ces éléments que le règlement oblige l'université à assurer une juste audition de l'affaire en cause avant d'intervenir contre un membre du personnel enseignant, peu importe les vues personnelles de l'administrateur.

Sauvegardes de procédure connexes à l'octroi de la permanence

12. Les membres du personnel enseignant obtiennent-ils automatiquement la permanence?

La plupart des professeurs et des bibliothécaire n'obtiennent la permanence qu'après un stage probatoire atteignant jusqu'à cinq ans. Au terme du stage, la permanence ne s'accorde qu'après un rigoureux examen du rendement. Il y a peu d'autres professions qui exigent un apprentissage aussi long. Les professeurs d'expérience qui ont la permanence à une université peuvent, cependant, être nommés à titre permanents à une autre université.

13. La liberté universitaire est-elle protégée durant le stage probatoire?

L'ACPU s'attend, bien entendu, à ce que la liberté universitaire des stagiaires soit protégée avec autant de zèle au sein de l'université que celle des permanents. Il est malheureusement vrai, cependant, que les stagiaires se sentent moins en mesure d'exprimer librement leurs vues que les permanents. Le stage devrait donc être aussi court qu'il est pratique qu'il le soit. Le stage devrait être suffisamment long pour donner à l'université, en tant qu'employeur, l'occasion de juger des aptitudes de l'intéressé et de permettre au professeur ou au bibliothécaire de montrer qu'ils feront carrière avec fruit au sein de l'université. Le stage excessivement long prolonge une période d'incertitude déjà stressante. Les nominations probatoires qui débouchent sur la possibilité de la permanence comptent très souvent deux périodes différentes: une période initiale de deux ou trois ans et une période finale de deux ou trois ans entre lesquelles il est décidé de renouveler ou non la nomination. Selon les directives de l'ACPU, la décision de renouveler une nomination probatoire doit intervenir suivant une procédure qui est juste pour l'intéressé et qui permet d'en appeler d'une décision négative. Comme dans tous les autres cas où intervient une décision de statut professoral, l'intéressé a le droit de connaître les choses susceptibles d'entraîner une décision négative, d'y répondre et de recevoir par écrit un exposé des raisons finales qui aboutissent à la décision. Il n'est pas dans l'ordre de refuser le renouvellement de sa nomination ou une nomination permanente au stagiaire pour des motifs financiers. Le licenciement fait pour de tels motifs doit s'opérer selon la procédure relative à la nécessité financière.

14. Comment les membres du personnel enseignant accèdent-ils à la permanence?

Dans la plupart des universités, un comité élu composé de membres du personnel enseignant évalue la qualité de l'enseignement, de l'érudition et des contributions à la collectivité universitaire du professeur et propose de lui accorder ou non la permanence. Le comité se compose de membres permanents et parfois de membres non permanents du personnel enseignant. Le règlement exige d'ordinaire de demander l'avis d'autres personnes bien informées de l'université et de l'extérieur. Dans la plupart des universités, les évaluations du rendement pédagogique fournissent aussi l'avis des étudiants sur le candidat à la permanence. La conclusion du comité est habituellement étudiée par un comité d'examen composé d'administrateurs de l'université et de personnes d'autres sections d'enseignement de l'université et décision est prise. L'intéressé peut en appeler d'une décision négative. La procédure qui préside à la formulation de la conclusion primitive et à l'audition des appels est conçue de façon à assurer équité. L'appel final d'une décision négative revêt souvent la forme d'un arbitrage obligatoire. L'intéressé a à tout le moins le droit de connaître les raisons pour lesquelles la permanence lui est refusée et d'avoir l'occasion de répondre à ces raisons. L'appréciation par les collègues fonctionne bien parce que les membres du personnel enseignant qui siègent aux comités de la permanence tiennent à maintenir les normes pédagogiques de leur université.

15. Les universités sont-elles légalement obligées de décider équitablement de la permanence?

Ces dernières années, les tribunaux canadiens se sont montrés de plus en plus disposés à intervenir lorsque des décisions concernant des membres du corps enseignant universitaire n'ont pas été prises selon une procédure juste et équitable. La procédure présidant à l'octroi de la permanence que renferment aujourd'hui la plupart des conventions collectives et des guides des professeurs est énoncée avec soin afin de réduire le nombre de cas où une action en justice vient à s'imposer.

16. L'octroi de la permanence se rattache-t-il nécessairement à une promotion?

Autrefois, la permanence souvent s'octroyait en même temps que l'avancement au rang de professeur agrégé. Aujourd'hui, il est d'usage de ne pas lier la permanence à un rang professoral particulier. La promotion à un rang supérieur et l'octroi de la permanence sont, en fait, des étapes distinctes d'une carrière professorale. Les nominations à titre probatoire se font souvent à l'échelon d'agrégé quand l'intéressé a acquis des titres universitaires (par exemple, le Ph.D.). L'octroi de la permanence marque l'achèvement réussi du stage probatoire et donne à entendre que l'université est convaincue que le professeur a ce qu'il faut pour réussir dans sa carrière. La promotion à un rang supérieur marque un progrès important dans sa carrière. Il est de plus en plus fréquent aujourd'hui que des professeurs à temps partiel qui n'ont que des responsabilités limitées en fait d'enseignement et d'érudition aient une nomination permanente bien qu'ils n'aient peut-être pas ou guère de perspectives de promotion. Leur liberté universitaire se trouve ainsi protégée.

17. L'ACPU approuve-t-elle l'examen périodique des nominations de professeurs permanents?

De l'avis de l'ACPU, un examen régulier et formel du droit des professeurs de continuer d'occuper un poste à titre permanent est inutile. Les permanents subissent régulièrement un examen plus ou moins formel, mais rigoureux, de diverses autres façons. Ils sont examinés, bien entendu, pour accéder à un rang supérieur et pour bénéficier d'une augmentation de salaire au mérite. D'ordinaire, les étudiants évaluent régulièrement leur rendement pédagogique et leurs collègues et confrères de leur université et d'ailleurs jugent leurs activités savantes lorsqu'ils demandent une subvention de publication ou de recherche. C'est ainsi, et de d'autres façons, que les professeurs sont régulièrement évalués. Les universités ou le public n'y gagneraient guère si le rendement était aussi examiné toutes les cinq ou six années comme il est parfois suggéré de le faire. Si les professeurs n'exécutent pas bien leur tâche, les faits susceptibles de motiver un grief donnant lieu au renvoi seront connus, peu importe qu'il existe ou non une procédure d'examen formel et périodique du

CANCER CENTRE DIRECTOR

The Ontario Cancer Treatment and Research Foundation invites applications for the position of Director of the Kingston Regional Cancer Centre associated with Queen's University and the Kingston General Hospital, Kingston, Ontario, Canada. The Centre currently sees 1100 new cancer cases per year. The program will provide for consultation with all oncologic subspecialties with facilities for the administration of radiotherapy and chemotherapy, research and teaching.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The post is available from July 1, 1985. Salary is open to negotiation.

Applications with curriculum vitae and a list of 3 referees should be forwarded to:

**Dr. J.W. Meakin, Executive Director,
The Ontario Cancer Treatment and Research Foundation, 7 Overlea Boulevard,
Toronto, Ontario, Canada, M4H 1A8.
Tel: (416) 423-4240**

OCTF

C.H. Best Foundation Postdoctoral Fellowship

In diabetes research, molecular endocrinology, molecular biology, differentiation, immunology, structure and function of membranes or lipid metabolism. Tenable for two years after July 1, 1985 with a competitive stipend. Available to new Ph.D.'s or candidates with less than two years postdoctoral training by June 30, 1985. Send curriculum vitae, transcripts and three letters of reference preferably before November 1, 1984 to: **Dr. C.-H. Siv Fellowship Committee Chairman, Banting and Best Department of Medical Research, University of Toronto, Toronto, Canada, M5G 1L6.**

PRESIDENT
Athabasca University

Athabasca University invites applications and nominations for the position of President commencing 1 July 1985.

The President, as chief executive officer, has responsibility for the overall administration of the University.

Athabasca University is a distance-education institution offering undergraduate degrees in administrative studies, arts and general studies. The University is located in the town of Athabasca, 85 miles north of Edmonton.

Applications should be accompanied by a detailed curriculum vitae and the names of at least three referees. Letters of nomination should include biographical details of the nominee.
In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications and nominations should be submitted as soon as possible, and no later than 15 November, 1984, to:

**David G. Ritchie, Secretary
Presidential Search Committee
Office of the Governing Council
Athabasca University
Box 10,000
Athabasca, Alberta
T0G 2R0**

Athabasca University

Nominations permanentes

rendement. L'examen périodique du rendement des permanents fausserait le calendrier des recherches de chacun au détriment de l'avancement des connaissances. Il y aurait tendance à moduler les travaux de recherche et d'érudition en fonction du temps arbitraire fixé par la période d'examen.

18. L'ACPU approuve-t-elle les nominations professorales pour cinq ans?

Ceux qui désirent que les universités aient la souplesse nécessaire pour remplacer les professeurs jugés moins productifs suggèrent parfois que les nominations ne vaillent que pour cinq ans et soient renouvelables si le rendement universitaire le justifie. Il est clair que de telles nominations n'assurerait aucune protection à la liberté universitaire. Il est difficile de croire, au surplus, que les professeurs auraient une carrière féconde et satisfaisante s'ils étaient toujours incertains du renouvellement de leur nomination. Il est peu judicieux et inutile que les universités pratiquent ces nominations. Elles fourniraient un prétexte à peine déguisé pour débarrasser l'université de professeurs gênants. Ces nominations ne sauraient remplacer la procédure indiquée dans les directives de l'ACPU touchant la nécessité financière et l'excédent d'enseignement.

19. Le système de la permanence, dans les universités discrimine-t-il les femmes?

Certes, les femmes sont moins bien représentées parmi les professeurs permanents que ne l'exige le nombre de femmes qualifiées. En outre, les femmes occupent souvent un poste à temps partiel ou à terme ou un poste d'échelon inférieur et au salaire plus faible que celui d'hommes de même compétence. Les directives de l'ACPU concernant l'antidiscrimination (*Guide de l'ACPU*, 1979, p. 50) réduiront ou élimineront, si elles sont appliquées, les facteurs qui donnent lieu à cet état de choses. Ce n'est pas le système de la permanence qui discrimine les femmes, mais les moyens subtils que la société a inventés pour que les femmes puissent moins faire carrière dans le professorat. La discrimination à l'endroit des femmes sera éliminée non pas en modifiant le système de la permanence, mais en veillant à encourager également les femmes et les hommes à se lancer dans toutes les disciplines universitaires et à penser autant aux unes qu'aux autres pour une nomination.

20. Les négociations collectives des associations de professeurs ont-elles rendu la permanence inutile?

Non. Les négociations collectives des syndicats de professeurs ne font que rendre légalement obligatoire en vertu de la législation ouvrière provinciale la pratique de voies de droit régulières en matière de nominations de professeurs. La permanence a existé avant les négociations collectives et est aujourd'hui un élément important des conventions collectives des professeurs.

21. Le système de la permanence crée-t-il deux classes de professeurs: ceux dont la nomination est permanente ou peut le devenir et ceux dont la nomination est à terme?

Le nombre grandissant de professeurs nommés pour un ou deux ans donne lieu avec raison à beaucoup d'inquiétude. Les intéressés sont d'année en année incertains de leurs perspectives de carrière. Il leur faut souvent passer d'une université à l'autre pour prendre les emplois à court terme qui s'offrent. Ce sont des "universitaires bohémiens". On a dit que, faute d'une augmentation du soutien assuré par le gouvernement aux universités, ils constitueront une génération de professeurs perdue. Les administrations universitaires ont créé cet état de choses parce qu'elles veulent pouvoir réduire facilement le nombre de professeurs quant leur financement restreint l'exige. De l'avis de l'ACPU, si le gouvernement prenait des engagements à long terme quant au financement des universités, cela permettrait de nommer de nouveaux professeurs à des postes probatoires menant à la permanence. Des nominations à terme ne seraient alors nécessaires que pour les raisons limitées mentionnées dans les directives de l'ACPU (remplacement de professeurs en congé, programmes d'ordre expérimental et autres authentiques raisons imprévues et à court terme). C'est le financement à courte vue des universités, et non le système de la permanence, qui fait qu'un grand nombre de professeurs bien qualifiés ont une nomination à terme.

Procédure à suivre pour mettre fin à une nomination permanente

22. Quelle procédure préside au renvoi des permanents?

Les professeurs permanents peuvent être licenciés s'il est établi devant un tribunal d'arbitrage régulièrement constitué qu'il existe des "raisons" suffisantes pour appliquer une sanction aussi extrême. L'ACPU a dans ses dossiers un nombre toujours croissant de sentences arbitrales rendues dans des affaires de renvoi. L'ACPU peut en fournir le texte sur demande. L'ACPU croit aussi que les professeurs qui occupent un poste à temps partiel, à terme ou probatoire ont le droit d'être entendus si leur emploi doit prendre fin avant la date d'expiration normale. Leur liberté universitaire est ainsi protégée durant la période de leur emploi. Il est impossible de définir d'avance ce qui constituerait un motif suffisant pour donner lieu au renvoi. La décision en cette matière est laissé aux arbitres. Leur décision se fondera sur les faits de chaque affaire. Les conclusions auxquelles en sont venus des arbitres antérieurs dans des affaires semblables peuvent, cependant, aider les arbitres. Les décisions intervenues dans des arbitrages antérieurs ne font pas jurisprudence, cependant, comme il en est des jugements des tribunaux. Les décisions rendues dans un nombre important d'affaires de renouvellement de nomination, d'octroi de la permanence et de renvoi au cours des dix dernières années sont maintenant instructives pour les arbitres dans les affaires courantes.

23. Les professeurs qui enfreignent la loi perdent-ils automatiquement leur emploi permanent?

Les professeurs qui, dans leurs relations avec les étudiants ou les collègues, enfreignent la loi, par exemple par des propos ou des écrits diffamatoires ou par des actes violents ou illégaux, sont sujets à des poursuites, qu'ils soient permanents ou non. Ils peuvent aussi faire l'objet d'une sanction disciplinaire, y compris le renvoi, au sein de l'université. La question de savoir si des actes accomplis à l'intérieur ou à l'extérieur de l'université qui donnent lieu à des poursuites contre un membre de la collectivité universitaire et peut-être à sa condamnation doivent aussi faire mettre fin à une nomination permanente devrait se trancher par voie d'arbitrage selon les dispositions de la convention collective ou du guide des professeurs. L'arbitre devrait déterminer s'il y a lieu de fouiller la loi quant au maintien de la nomination. Des éléments importants de la sentence arbitrale pourraient être si l'accusation visait l'université en tant qu'employeur et si l'infraction a montré un manque des qualités nécessaires pour que la nomination se continue.

24. Qu'arrive-t-il au professeur permanent qui est invalide?

La plupart des universités ont aujourd'hui d'adéquates dispositions d'assurance longue invalidité au bénéfice des professeurs temporairement ou définitivement incapables de s'acquitter de leurs responsabilités à cause d'une maladie physique ou mentale. Le professeur peut, dans certains cas, réussir à reprendre sa besogne normale plus tard. L'université, cependant, peut nommer un remplaçant temporaire ou permanent et être ainsi pleinement en mesure de maintenir ses cours et ses enseignements. L'ACPU fait une distinction importante entre le renvoi pour cause d'un professeur permanent, d'une part, et l'abolition d'une nomination permanente à cause d'une invalidité physique ou mentale, d'autre part.

25. Les professeurs peuvent-ils perdre leur poste permanent si les universités ne peuvent les payer?

L'ACPU reconnaît que, à cause d'importants et continuels déficits budgétaires, une université peut ne pas être en mesure de continuer les emplois de tous les membres du corps enseignant. Il peut être nécessaire de licencier certains professeurs permanents et non permanents. Les directives de l'ACPU au sujet de la nécessité financière exigent que le besoin de telles mesures extrêmes soit établi à la satisfaction d'une commission indépendante nommée bilatéralement par le conseil d'administration et l'association des professeurs. Advenant la confirmation de l'existence de la nécessité financière, les professeurs dont l'emploi va prendre fin ont le droit de faire examiner la décision à une audience semblable à celle à laquelle ils auraient droit s'ils étaient renvoyés pour cause. Cette protection fait que ni les conseils d'administration ni les administrateurs ne profitent d'une réelle crise financière pour débarrasser l'université de membres de la collectivité universitaire pour des raisons tout à fait étrangères à leur rendement professoral.

26. Des professeurs permanents peuvent-ils perdre leur emploi si une université élimine des cours ou des enseignements?

L'ACPU reconnaît qu'il peut être nécessaire de temps à autre aux universités, par décision des autorités supérieures, de réduire ou d'éliminer des cours, des enseignements et des sections d'enseignement entières. Les professeurs peuvent aussi juger nécessaire, par suite de l'évolution de leur discipline, de modifier leurs priorités d'enseignement et de recherche. A cause de la nature spécialisée de beaucoup de travaux universitaires et du fait qu'ils exigent une longue et rigoureuse formation, cependant, il incombe aux universités de ne rien négliger pour qu'il soit permis aux professeurs de se qualifier afin de poursuivre leur carrière dans les nouveaux domaines qui s'implantent. Les universités ont envers leurs professeurs des responsabilités qu'elles ne peuvent oublier lorsqu'une réorganisation des enseignements s'impose. Le rôle à jouer dans les cadres réorganisés par les professeurs intéressés par les changement, constitue un élément de la planification dont il faut s'occuper avant la mise en application des changements. Quand un cours ou un enseignement sont éliminés, l'université doit transférer les professeurs touchés dans d'autres postes pour lesquels ils sont qualifiés ou, au besoin, pourvoir à leur recyclage afin de leur permettre de prendre un autre emploi. La nomination permanente au sein de l'université doit, cependant, subsister.

27. Les universités doivent-elles continuer de soutenir des enseignements dans des disciplines qui n'attirent pas d'étudiants?

Les universités devront de temps à autre réorganiser leurs enseignements et, peut-être, éliminer des départements entiers. Tant que cela se fait suivant une procédure d'accord avec les directives de l'ACPU touchant les excédents d'enseignements, la chose est acceptable. Il faut retenir, cependant, que les enseignements universitaires sont rarement conçus en fonction des exigences à court terme du gouvernement, de la société ou des étudiants. Ils facilitent plutôt la quête organisée du savoir qui caractérise les universités. Il ne s'opère d'ordinaire de grands changements dans les enseignements que lorsqu'il est manifeste que les structures existantes ne font pas l'affaire. Les universités peuvent fort bien tenir à maintenir des enseignements ou des sections simplement à cause de leur continuelle importance intellectuelle, bien qu'ils puissent à court terme ne pas attirer un grand nombre d'étudiants. C'est une question qui doit être laissée au jugement uniquement des universités. Il vaut mieux laisser à la décision du sénat de l'université la façon dont celle-ci assurera des enseignements dans de nouveaux domaines en expansion ou à la mode et réduira les ressources affectées à des enseignements moins demandés.

28. Qui doit décider du renvoi d'un professeur permanent?

L'ACPU croit que le recteur d'une université doit décider, sur l'avis de ses administrateurs supérieurs, que le renvoi est justifié et fournir un exposé des griefs. Il ne saurait être permis aux recteurs et administrateurs d'université de déplorer la présence de professeurs improductifs s'ils ne sont pas prêts à mettre leur jugement à l'épreuve en portant des accusations donnant lieu au renvoi lorsqu'ils les jugent justifiées. L'ACPU ne croit pas que ce soit les doyens ou les vicerecteurs qui doivent décider de porter des accusations donnant lieu au renvoi contre un membre du personnel professoral. Si cette responsabilité leur est impartie, il est probable que le recteur de l'université pensera qu'il a le pouvoir de décider en dernier ressort une fois les accusations jugées. Ni le recteur (ni le conseil d'administration) ne doivent avoir ce pouvoir. De l'avis de l'ACPU, la grave décision de procéder au renvoi doit intervenir seulement après que le responsable le plus élevé de l'université a attentivement étudié l'affaire. Le recteur, une fois qu'il a décidé de procéder au renvoi, devient partie à l'affaire et la procédure de renvoi ne peut revêtir un caractère consultatif pour sa gouverne. Le recteur ne peut être celui qui juge du caractère adéquat des accusations. Il ne convient pas non plus que les conseils d'administration, qui sont les employeurs légaux des professeurs, déterminent s'il faut ou non renvoyer un professeur. Les conseils sont d'ordinaire de grosses et lourdes machines et n'ont pas les connaissances nécessaires pour étudier attentivement les questions susceptibles de surgir. Il est probable, en outre, qu'ils vont appuyer le jugement du recteur portant que le renvoi est justifié. Le refus de le faire serait largement considéré comme un manque de confiance. Berland, Alwyn: The Role of the University President in Dismissal Procedures. *Bulletin* de l'ACPU, v. 19, no 4, été 1971. C'est le tribunal d'arbitrage qui doit rendre la décision finale et obligatoire.

29. Comment s'établit le tribunal d'arbitrage du renvoi et quelle procédure protège le professeur?

La procédure présidant à la conduite des arbitrages est maintenant bien implantée dans les relations patronales-salariales. Les lois provinciales sur l'arbitrage renferment souvent des normes minimums et la procédure à suivre dans certaines universités est énoncée dans les conventions collectives et les guides des professeurs. Les exigences essentielles sont indiquées dans les articles sur le renvoi de l'Enonce de principes relatif à la nomination des professeurs et à la permanence de l'emploi de l'ACPU. (*Guide de l'ACPU*, 1979, pp. 17-19.) Il existe un certain nombre de façons dont un tribunal d'arbitrage peut être établi, mais il importe qu'il se compose de personnes qui connaissent le milieu professionnel et les traditions professorales de l'université et qui soient étrangères à l'université de l'affaire en cause. La procédure suivie doit cadrer avec la justice naturelle et les voies de droit régulières universitaires. Les exigences minimums sont les suivantes: a) avis des accusations ainsi que du moment et de l'endroit de l'audience; b) droit du professeur et des administrateurs directement impliqués de se présenter à l'audience et de s'y confronter; c) droit à un avocat; d) droit d'appeler et d'interroger contradictoirement des témoins; e) droit à un exposé écrit des constatations et des motifs de la décision.

30. Pourquoi l'ACPU tient-elle à l'arbitrage des affaires de renvoi?

L'arbitrage est non seulement juste en soi, mais est généralement considéré comme juste par la plupart des gens. La décision d'un arbitrage régulièrement constitué et conduit sera acceptée par la plupart des membres de la collectivité universitaire concernée. C'est ainsi qu'il est improbable que des demandes tendant à faire rouvrir une affaire reçoivent un appui important au sein de l'université.

Dans le cas des affaires contentieuses, toute autre procédure sera probablement considérée comme injuste par l'une des parties et n'amènera pas le règlement des questions en cause. Le grand avantage d'un arbitrage bien conduit, c'est qu'il est final. L'arbitrage antérieur au renvoi sert la réputation de l'université en tant qu'établissement éclairé qui ne prend pas des décisions précipitées ou peu sages, mais qui procède plutôt avec pleine circonspection.

Comme le renvoi pour cause mettra presque certainement fin à la carrière universitaire du professeur concerné, une telle mesure ne devrait intervenir qu'après mûre réflexion. L'intéressé devrait avoir droit à ce que les accusations soient entendues de la façon la plus complète et la plus juste.

(Voir page 8)

VACANCIES. POSTES VACANTS

ADMINISTRATIVE POSITIONS

THE UNIVERSITY OF WESTERN ONTARIO. Lawson Professor — Lawson Cheir in Canadian Archeeology. Applications and nominations are invited for the position of Lawson Professor — The Lawson Chair in Canadian Archaeology. Appointment to the Lawson Chair shall be for a seven year term, renewable. The Lawson Chair in Canadian Archaeology is jointly sponsored by The University of Western Ontario and the Museum of Indian Archaeology. The position of the Lawson Professor shall be held concurrently with the Executive Directorship of The Museum of Indian Archaeology. The Museum of Indian Archaeology is devoted to the study, preservation, public presentation, and interpretation of the human occupation of southwestern Ontario over the past 11,000 years. The Museum is committed to long-term, multidisciplinary research projects designed to investigate the prehistory of southwestern Ontario. The responsiblities of The Lawson Professor shall be to conduct research in Canadian Archaeology; to liaise with the Faculty of Social Science and the Department of Anthropology, U.W.O. and, when appropriate, to engage in advanced teaching and student supervision; and as Executive Director, to administer all the affairs of the Museum of Indian Archaeology under the supervision of its Board of Directors. Applications and nominations should be submitted by November 15, 1984, to: Professor J.C. Leith, Co-chairman, Selection Committee, The Lawson Chair in Canadian Archaeology, Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8. Applicants should include a curriculum vitae and the names of at least three referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

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UNIVERSITY OF MANITOBA. Accounting. Rank open. Doctorate in hand or near completion. Undergraduate and MBA teaching and research in one or more of the following areas: financial accounting, managerial accounting, information systems and auditing. Salary is fully competitive and will depend on qualifications, experience and research record. The appointment will be effective July 1, 1985. Please contact Dr. N. Elias, Chairman, Search Committee, Faculty of Administrative Studies, University of Manitoba, R3T 2N2. The University encourages applications from women and men, and especially from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

McMASTER UNIVERSITY. Distinguished Professorial Chair in Accounting. It is expected that the holder of the Distinguished Professorial Chair will have an established record as a recognized scholar in accounting. As a senior academic appointee, the holder will be expected to provide leadership in scholarly research activities and in the development of programmes. A Ph.D. or DBA, with teaching and research experience, is required. Salary will be commensurate with the nature of this distinguished position and is expected to exceed that of most senior academic appointments in business. The appointment date is open; however, July 1, 1985 is preferred. Applications should be mailed to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY. Faculty of Administrative Studies. Positions open commencing July 1, 1985, subject to budget approval and in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the following areas: Accounting, Behavioural Science, Economics, Labour Relations, Finance, Management Science, Management Information Systems, Marketing, Policy & Environment, Management Policy, Production Management. Rank and salary are open. Successful candidate will be expected to be active in research and to teach in the Ph.D., Masters, and Undergraduate Programmes. Please submit curriculum vitae and references to W.B. Crowston, Dean, Faculty of Administrative Studies, York University, 4700 Keele St., Downsview, Ontario, M3J 2R6. Deadline for submission — when positions are filled.

ARCHITECTURE

UNIVERSITY OF WATERLOO. School of Architecture. The School of Architecture, University of Waterloo, is conducting a search for a person to teach and engage in research in the design-computer area. Applicants should have a background in architecture (academic or professional practice), teaching experience, and a record of significant scholarly and/or creative work. Duties will begin on January 1 or May 1, 1985. The Waterloo School of Architecture is nationally recognized for its rigorous, five-year academic programme leading to a professional, Bachelor of Architecture degree. The course of studies includes a fourth-year academic term in Rome and practical work in architects' offices. The School of Architecture is one of four units in the Faculty of En-

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vironmental Studies (the other three being the Departments of Geography and Man-Environment Studies and the School of Urban and Regional Planning) — a Faculty offering undergraduate and graduate degree programmes and unique opportunities for interdisciplinary work. An innovative person with interests which extend beyond computers — to include such things as graphics, film, television, or robotics — is highly desirable, supporting the University of Waterloo's emerging role as an international centre of excellence in advanced technology. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professor wherever possible. Qualified applicants should send a letter stating interests plus a curriculum vitae to Larry Richards, Director, School of Architecture, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration [illegible] directed to Canadian citizens and permanent residents, but all inquiries will be welcomed. Closing date for receiving applications is October 31, 1984.

BIOCHEMISTRY

McMASTER UNIVERSITY. Biochemistry. Postdoctoral Fellows or Research Associates for research in viral membrane glycoprotein and reverse transcriptase gene cloning, expression and directed mutagenesis, sorting of membrane glycoproteins and use of retrovirus vectors for insertion and expression of genes. Ph.D. in Biochemistry, Microbiology or Molecular Biology. Experience in animal virus and/or recombinant DNA. Minimum starting salary $18,500. Research Associates opportunity for limited teaching. Apply with names of three referees to Dr. H.P. Ghosh, Professor and Chairman, Department of Biochemistry, McMaster University, Hamilton, Ontario, Canada L8N 3Z5.

UNIVERSITY OF SASKATCHEWAN. Biochemistry. A three-year term appointment as assistant professor is available in the Department of Biochemistry, College of Medicine, University of Saskatchewan. Applicant must have a Ph.D. and/or M.D. degree. Duties will include research and teaching of biochemistry to undergraduate and graduate students. Effective date of appointment is July 1, 1985. Salary will be commensurate with experience and training. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and names of three referees to: Dr. J.D. Wood, Head, Department of Biochemistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada. S7N 0W0. Ref. Psn. number 85L 11-3-1X.

BUILDING STUDIES

CONCORDIA UNIVERSITY. Centre for Building Studies. Research Associates or post-doctoral fellows are required to work in the Centre for Building Studies at Concordia University. Applicants should hold a doctorate. Appointments will be made in one or more of the following areas: Computer-aided building design, energy conservation in buildings, construction management and wind effects on buildings. In accordance with Canadian Immigration requirements, first priority will be given to Canadian citizens and permanent residents. Applications, which should include curriculum vitae and the names of three referees, should be addressed to Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve West, Montreal (Québec), H3G 1M8, Canada.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF WATERLOO. Business Administration. Accounting — Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting (ii) taxation (iii) managerial accounting (iv) information systems. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1985 or by arrangement. Appointments available until positions filled. Send résumés to Dr. Jack R. Hanna, Chairman, Accounting Group, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible.

UNIVERSITY OF WINDSOR. Faculty of Business Administration. Full-time (tenure-track or limited term) and sessional positions available in the following fields: (i) Accounting, (ii) Administrative Studies (includes Personnel, IR, management etc.), (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business Strategy and International Business. Ph.D. (or ABD) required for tenure-track positions, MBA acceptable for limited-term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programmes. Salary and rank depend on qualifications and are competitive. Send résumé to Dr. Eric N. West, Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. School of Business. Applications are invited for tenure-track or tenured positions in Accounting, Production/Operations Management, Organizational Behaviour and Finance. In addition, qualified applicants in International Business and Information Systems are sought. Salary and rank will be commensurate with qualifications and experience. Ph.D. (completed or nearing completion) and evidence of strong research and teaching potential are required. Teaching will be at the B. Com., M.B.A., and Ph.D. levels. Applications will be accepted until positions are filled but should be submitted by December 31, 1984 since interview visits will be scheduled early in 1985. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send C.V. and names of three references to: Wm. E. Miklas, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

SIMON FRASER UNIVERSITY. Business Administration. The Faculty of Business Administration invites applications for tenure-track appointments in: 1. Accounting; 2. Business Finance; 3. M.I.S.; 4. Marketing; 5. Organization Behaviour. Rank open. Successful candidates must have strong research and teaching abilities for both undergraduate and graduate courses. Ph.D. in hand or near completion. Be prepared to actively participate in the development of the Faculty. Start date — September 1985 (flexible). Candidates eligible for employment in Canada at time of application are preferred. All positions are subject to budgetary approval. Send curriculum vitae and names of three referees to: Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

WILFRID LAURIER UNIVERSITY. Business Administration. Applications are invited for teaching positions in the areas of Accounting, Finance, Marketing, Operations Management & Quantitative Business Analysis, and Introductory Policy for the 1985-86 academic year. Qualifications: Lecturer up to Associate Professor. Duties: Undergraduate and/or graduate teaching. Applications accepted until positions are filled and are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be made to Dr. Bruce Fournier, Associate Dean of Business, School of Business & Economics, Wiltrid Laurier University, Waterloo, Ontario, N2L 3C5.

McGILL UNIVERSITY, Business Administration. 1. Assistant Professor and Beginning Associate Professor in such functional specialities as Accounting, Finance, Marketing, International Business, Policy, Systems & Computers, Management Science, Organizational Behavior and Industrial Relations. 2. Ph.D. and interest in both teaching and in research. A past publication record essential for appointment at the Associate Professor level. 3. Teaching at the B. Com. and MBA levels in Day and Evening programs of the McGill Faculty of Management. 4. Salaries competitive with those paid in comparable institutions. 5. Reply to Dr. Laurent Picard, Dean, Faculty of Management, McGill University, 1001 Sherbrooke St. West, Montreal, Québec, H3A 1G5. Effective date of appointment — August 1, 1985. Closing date to receive applications — December 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Finance, (iii) Management Science. Rank of Assistant, Associate or Professor, depends on qualifications and experience; preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Management Science will be expected to contribute to the major field of the Ph.D. program in Management Science/Systems, others to the minor. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date is open; July 1, 1985 is preferred. Application date closes when position is filled. Applications should be sent to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Business Administration. Faculty of Administration invites applications in: Accounting, Finance, Industrial Relations including Personnel Management, Management including Business & Society and Organizational Behaviour, Marketing, Quantitative Methods including Information Systems, Public Administration overlapping with one or more of the above areas. Qualification for tenure track positions is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. For term appointments at the rank of Lecturer, the qualification required is an MBA with a good academic record. Persons with tenured positions elsewhere may apply for a visiting appointment. Appointment effective July 1, 1985 or January 1, 1986 as convenient. Successful candidates will teach in BBA and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit a curriculum vitae and names and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.

UNIVERSITY OF SASKATCHEWAN. College of Commerce. Applications are invited for permanent and visiting faculty positions from those with teaching and research interests in Accounting, Finance, Industrial Relations, Management, Management Science, Marketing, and Organizational Behaviour. A Ph.D. or equivalent and strong research interests required for permanent positions. Masters and professional credentials acceptable for visiting or limited term appointments. Salary and rank depend on qualifications. Applications are welcome until positions are filled. Some positions are subject to final budgetary authorization. Appointments are normally effective as of July 1. Please send résumés to: Dr. W.J. Brennan, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

SAINT MARY'S UNIVERSITY, HALIFAX, CANADA. Business Administration and Commerce. Assistant/associate professor, tenure-track position to begin September 1985. Ph.D. or ABD near completion in marketing. Good publication record required for associate rank. Chairmanship will be open in 1985; applications invited from senior faculty. Teaching load is nine hours per semester; six hours for chairman. Research/publication expected and encouraged. Dynamic MBA and undergraduate program. Halifax has an excellent quality of life index. Located latitudinally below Portland, Oregon, good hunting, water sports, and winter sports. Area is known as Canada's Ocean Playground. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send résumé to Dr. Nathan D. Kling, Chairman, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3.

CHEMISTRY

DALHOUSIE UNIVERSITY. Department of Chemistry. Position: 3/4-time Instructor (for 9 months, August through April. Five demonstration periods/week or equivalent). Term of Appointment: Continuing (probationary in first year). Qualifications: Minimum: B.Sc. with Honours in Chemistry. Must be able to organize laboratory sessions and communicate well with students, demonstrators and faculty members. Area of specialization: organic chemistry. Duties: General: Organize and conduct, with minimum faculty supervision, various first to fourth-year laboratory sessions. Supervise demonstrators and evaluate student reports. Keep assigned laboratory and instruments in good working order. Collaborate with faculty in developing laboratory experiments. Mainly responsible for instructing night sessions. Salary: As provided in Collective Agreement. Closing date for Receipt of Application: When position is filled. Applications should include a detailed résumé and [illegible] Chemistry Building, Dalhousie University, Halifax, Nova Scotia, B3H 4J3; Telephone (902) 424-3314, or Chemistry Departmental Office, Telephone: (902) 424-3305.

CLASSICS

UNIVERSITY OF TORONTO. Department of Classics. Applications are invited for a tenure-stream appointment at the Assistant Professor level, effective July 1, 1985. Candidates should have a Ph.D (or be in the final stages of its completion) and have strong research interests in Roman Republican history. The appointee will teach initially at the undergraduate level but will be expected to develop his or her scholarly interests in order to participate in the teaching and supervision of graduate students. Initial salary will be commensurate with qualifications (1983-1984 minimum is $25,400). Applications with curriculum vitae and the names and addresses of three referees should be made to John N. Grant, Department of Classics, 16 Hart House Circle, University of Toronto, Toronto, Ontario, M5S 1A1, by December 14, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMPUTER SCIENCE

SAINT MARY'S UNIVERSITY. Computer Science and Business Administration. A unique interdisciplinary degree including the areas of Computer Science and Business Administration has recently been instituted at Saint Mary's University. As a result, we are seeking an individual with a Computer Science and/or Business Administration background who wishes to be actively involved in the direction, organization, development, and promotion of this new program. Our ideal candidate would possess a doctoral degree in Computer Science or Business Administration with both a theoretical and applied orientation. However, we will consider others who may not have a doctoral degree in this discipline, but who do have a program related doctoral degree with a strong Computer Science orientation. The duties of the successful applicant will include directing the program, teaching at the graduate and/or undergraduate level, research, and advanced level course development. This is a regular probationary appointment (tenure-track) beginning 1 September 1985. Both salary and rank are open. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names and addresses of at least three references to F.C. Miner, Dean of Commerce, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

THE UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for three tenure-track positions at the Assistant/Associate Professor level. The Department is currently involved in an expansion program to meet increased student enrolments. Candidates must have a Ph.D. in computing science or related field, or demonstrated equivalent achievement in education and research. Responsibilities include teaching at the graduate and undergraduate levels, and research. Candidates from all areas will be considered, although preference will be given to those

with expertise in the area of VLSI, Software Systems, Networks, Programming Languages, Software Engineering, Artificial Intelligence and Computer Architecture. At least one appointment will be made in the area of VLSI or Software Systems. Current hardware support includes an Amdahl 5870, a network of Vax 11/780's, PDP-11's and well equipped mini and micro computer laboratories. Salary and rank commensurate with qualifications and experience. Send curriculum vitae and names of three references to: Dr. Lee J. White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, T6G 2H1. Applications will be accepted until December 31, 1984. The University is an equal opportunity employer but in accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents of Canada.

DALHOUSIE UNIVERSITY. Computing Science. Applications are invited for a tenure-track position in Computing Science at the assistant professor level. The normal date of appointment is July 1, 1985 (although January 1, 1985 would be considered). Requirements are a Ph.D. and a proven ability or demonstrated potential for research and teaching. Outstanding applicants in any area of Computing Science will be seriously considered but preference will be given to applicants whose research interests include the areas of operating systems or distributed computing. Computing Science is in a state of active development at Dalhousie University, with five appointments having been made within the last 2 years. Send vitae and names of three references to: Dr. R. Rosenberg, Director of Computing Science, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, N.S., Canada, B3H 4H8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie has a policy of affirmative action with respect to employment of women.

CONCORDIA UNIVERSITY. Computer Science. Applications are invited for tenure-track and visiting positions at all levels in (a) Computer Graphics, (b) Business Computing, (c) Operating Systems, (d) Silicon Compilers/Computer Aspects of VLSI; other areas of computer science will also be considered. Applicants should have a Ph.D. degree in computer science or related field. The department presently has 26 full-time professors. It offers both undergraduate and graduate programs in English with an enrolment of over 1000 students. Apply giving résumé and names of at least 3 references to: Dr. R. De Mori, Chairman, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed only to Canadian citizens and permanent residents of Canada.

YORK UNIVERSITY. Department of Computer Science. Applications are sought for tenure-track and sabbatical replacement (contractually limited) positions at the assistant, associate and full professor levels (subject to final budgetary approval.) A Ph.D. in Computer Science or equivalent is required, or completion of degree prior to Sept. 1984. Teaching and/or research experience in database management and office automation, networking and communications, or software engineering will be particularly valuable. Salaries are competitive. Duties will include undergraduate teaching and research. A proposed professional Master's program is currently being considered by the University. The Department administers two VAX 11/780s (VMS) for teaching, and a VAX 11/750 (Unix) for research purposes, as well as microcomputer and graphics laboratories. Faculty and students also have access to DECsystem-20 and IBM 4381 (CMS, UTS) facilities. York University is located in the north-west quadrant of Metropolitan Toronto, within easy reach of excellent cultural and recreational facilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send c.v. and [illegible] to: Chairman, Appointments Committee, Department of Computer Science, Faculty of Arts, York University, Downsview, Toronto, Ontario, M3J 1P3.

ECONOMICS

UNIVERSITY OF WATERLOO. Department of Economics. 1. Applications are being accepted for one or more appointments in ranks commensurate with candidates qualifications. 2. Ph.D. with competence in both scholarship and graduate (M.A.) and undergraduate teaching. 3. Applicants with main or secondary specialization in one or more of the following areas are invited to apply: International Economics, Labor Economics. 4. Salaries fully competitive with other Canadian universities. The availability of this position is subject to budgetary approval. 5. Applications, including a curriculum vitae and references, should be sent to Dr. R.R. Kerton, Acting Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. 6. Effective date of appointment July 1, 1985. 7. Closing date for receipt of applications, December 31, 1984. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Department of Economics. The Department of Economics anticipates making a preliminary appointment (tenure-track) commencing July 1, 1985 at the rank of assistant professor or as a junior associate professor. This position requires a completed or nearly-completed Ph.D. in economics and evidence of strong potential for innovative scholarly research and effective teaching at the undergraduate and at the graduate level. This position is subject to budgetary approval. The candidate will be expected to contribute to the research and teaching capacity of the department in the area of public economics. Exceptional candidates offering other fields will also be considered. Letters of application, a curriculum vitae and the names and addresses of three persons familiar with the work and potential of the applicant should be sent by December 15, 1984 to Douglas A. Smith, Chairman, Department of Economics, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

UNIVERSITY OF ALBERTA. Economics. The University of Alberta, Department of Economics, has at least two openings for tenure-track appointments, commencing July 1, 1985. Rank is assistant professor. 1984 annual salary floor is $29,720. Ph.D. and relevant teaching and research experience are both important. Both positions are open to the best candidates, but strong backgrounds in micro- or macro-economic theory, monetary economics, history of economic thought, and especially econometrics and/or quantitative methods are preferred. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications (including complete curriculum vitae and names of three references) to Dr. Brian L. Scarfe, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by December 15th, 1984.

UNIVERSITY OF ALBERTA. Economics. The University of Alberta, Department of Economics, has an opening for a tenure-track appointment, commencing July 1, 1985. Rank is assistant or to mid-associate professor. 1984 annual salary floor is $29,720 for assistant and $37,420 for associate professors. Ph.D. and previous teaching experience are required. A strong research record in microeconomic theory with concentration in information economics, decision theory and/or mathematical economics is sought. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send applications (including complete curriculum vitae and names of three references) to Dr. Brian L. Scarfe, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4, by December 15th, 1984.

UNIVERSITY OF WINNIPEG. Department of Economics. The Department of Economics, University of Winnipeg, invites applications for a probationary tenure-track position. The appointment is effective on September 1, 1985 (subject to budgetary approval). Applicants for the position should have a Ph.D. (completed or near completion). The successful candidate must have a strong commitment to undergraduate teaching and research. The Department is particularly interested in attracting candidates in history of economic thought and economic history, although strong candidates in other fields are encouraged to apply. The rank is at the Assistant Professor level, but individuals with exceptional qualifications will be considered at a higher rank. Applicants should send curriculum vitae and names of at least three referees to: Professor D.J. Snidal, Chairman, Department of Economics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Canada, R3B 2E9. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Department of Economics. Instructor. Work towards PH.D. or equivalent qualification desirable, but MA's or equivalent qualification considered. Excellence in teaching is required. These positions are open to both men and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These are limited-term positions, and appointments may be made for periods of not less than one and not more than two years. Any candidate who is actively working towards the Ph.D., or equivalent qualification, may be appointed at the rank of Lecturer, and any candidate with a completed Ph.D. or equivalent qualification is eligible for appointment at the rank of Assistant Professor. The limited-term nature of the position will not be changed. Duties include teaching various undergraduate courses in economics, including Principles of Economics. Salary floor $16,000. Contact Professor Michael Parkin, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada. N6A 5C2. Appointments effective September 1, 1985. Positions subject to budgetary approval. Closing date for receipt of applications is February 15, 1985. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Department of Economics. Assistant, Associate or Full Professor. At Assistant level, serious consideration will be given to applicants with a Ph.D. (or expected in 1985), or equivalent qualification, who are expected to establish themselves as good teachers and recognized scholars. Field of specialization, within Economics, is not of decisive importance, and outstanding candidates in any area will be considered seriously. Candidates for a senior position must be scholars of international reputation and good teachers. At this level, preference will be given to applicants whose fields of interest include Economic Theory and Mathematical Economics. These positions are open to both men and women, and the Associate or Full Professor position in Economic Theory is open to applicants of all nationalities. In the case of all other positions, and in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These are tenure-track positions. Appointments at the rank of Associate and Full Professor may be made with tenure from the outset. Any candidate who has not completed his or her Ph.D. or equivalent qualification at the time of taking up his or her appointment will be appointed initially at the rank of Lecturer. Duties include undergraduate and graduate teaching, research, supervision, significant research output, and some administrative duties. Fully competitive salary and other conditions. Contact Professor Michael Parkin, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective July 1, 1985. Positions subject to budgetary approval. Closing date for receipt of applications is November 15, 1984. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Department of Economics. Assistant Professor. Serious consideration will be given to applicants with a Ph.D. (or expected in 1985) or equivalent qualification who are expected to establish themselves as recognized scholars and good teachers. Field of specialization, within Economics, is not of decisive importance. These positions are open to both men and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These are limited-term positions and the term of the contract will be not less than three and not more than five years. Any candidate who has not completed his or her Ph.D. or equivalent qualification at the time of taking up his or her appointment will be appointed initially at the rank of Lecturer. Duties include undergraduate and graduate teaching, significant research output, and some administrative duties. Fully competitive salary and other conditions. Contact Professor Michael Parkin, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective July 1, 1985. Positions subject to budgetary approval. Closing date for receipt of applications is November 15, 1984. An Equal Opportunity Employer.

McGILL UNIVERSITY. Department of Economics. One opening, beginning in September 1985 for a distinguished professor. Candidate must have an outstanding publications record, important ongoing research, and demonstrated effectiveness in teaching. Areas of specialization are open. Preference for candidates with a background in Econometrics or Mathematical Economics. Position carries tenure. Salary commensurate with qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and names of three references. Contact: Professor Myron J. Frankman, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7

McGILL UNIVERSITY. Department of Economics. Applications invited for a tenure-track appointment at the rank of Assistant Professor, commencing September 1985, subject to budgetary approval. Fields of specialization are open. A Ph.D. (completed or near completion) required. Applications with c.v. and names of three referees should be addressed to Professor Myron J. Frankman, Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

EDUCATION

UNIVERSITY OF VICTORIA. Faculty of Education. Two tenure-track positions at the Assistant Professor level required in the areas of (1) Early Childhood Education, and (2) Language Arts/Reading. Doctorates in the specialist areas plus successful classroom experience. Early Childhood position requires experience in curriculum development for young children and the ability to supervise student teachers in the field. Language Arts position requires knowledge and instructional expertise at the intermediate grades level plus ability to supervise student teachers. Salary within university guidelines at rank. University policy requires preference be given to qualified applicants with Canadian or landed immigrant status. Send curriculum vitae and names of academic and professional referees to: Dr. Arthur Olson, Chairman, Communications and Social Foundations, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Appointment effective July 1, 1985 and subject to adequate funding. Deadline for applications February 1, 1985.

UNIVERSITY OF SASKATCHEWAN. College of Education. Vacancy in Educational Foundations: Applications are invited by October 30, 1984, for a tenure track position in history of education at the assistant professor level commencing on January 1, 1985. Ph.D. (or near completion) and school teaching experience are highly desirable. Responsibilities will include teaching undergraduate courses in history of educational ideas and Canadian educational history, assisting graduate students, and supervising student teachers. Interested applicants should send a covering letter with the names of three referees and a current curriculum vitae to Professor Don Cochrane, Head, Department of Educational Foundations, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. This position is subject to budgetary provision.

McGILL UNIVERSITY. Education. McGill University, July 1985, Gifted Summer School: Visiting Lecturers/Demonstration Teachers, also supervising student teaching. Experience in programs and specific curricular models for teaching gifted students, and supervising teachers. We reserve the option to limit appointments to persons whose work we or our assessor may observe. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Write to Professor Bruce M. Shore, McGill University, 3700 McTavish, Montreal, Quebec, H3A 1Y2.

ENGINEERING

THE UNIVERSITY OF NEW BRUNSWICK. Mechanical Engineering. Applications are invited for a tenure-track appointment in the Division of Mathematics, Engineering and Computer Science of the University of New Brunswick in Saint John beginning July 1, 1985. Candidates should have a Ph.D. in Mechanical Engineering although those with an M.Sc. and working towards the Ph.D. may also be considered. Research in the Heat Transfer-Thermodynamics area is desirable, along with a knowledge of Computer Graphics and Computer Aided Design. The successful applicant is required to teach in the areas of Computer Graphics, Machine Design, Thermodynamics and Fluid Mechanics, develop laboratories with these courses and is expected to engage in a viable research program. Salary and rank commensurate with qualifications. Applications, including a detailed curriculum vitae and the names of three referees should be sent to: Dr. P. McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, NB, E2L 4L5. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. Applications are being accepted for the position of Assistant Professor in the areas of semiconductor devices, computer-aided design, computer engineering and high voltage engineering. Qualifications include a recent Ph.D. in Electrical Engineering and a commitment to excellence in research and teaching at both the undergraduate and graduate levels. Candidates will be expected to conduct a high quality research program in an area compatible with the interests in the department. Salary offered will depend on qualifications. The minimum salary for the assistant professor level is $25,300. Those interested should send their résumés to the Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is 30 Nov. 1984 but positions will remain open until filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Systems Design Engineering. Applications are invited for a tenure-track faculty position as Assistant Professor. Candidates should have a recent Ph.D. and research interests in some of the following areas: artificial intelligence, CAD/CAM, computer graphics, robotics expert systems. The successful applicant will be expected to teach both undergraduate and graduate courses, and maintain an active research program. Salary according to qualifications. Résumés, with names of three references, should be sent to: Professor K. Huseyin, Department of Systems Design Engineering, University of Waterloo, 200 University Avenue W., Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Closing date for receipt of applications is November 1, 1984.

UNIVERSITY OF OTTAWA. Structural Engineering. The Department of Civil Engineering at the University of Ottawa has a faculty replacement appointment in Structural Engineering. It is expected that the appointment will be at the Assistant Professor level for an initial period of one year with possible renewal. Subsequent tenure-track appointment is a distinct possibility depending on Departmental budgeting. The successful applicant should hold a Ph.D. degree in Structural Engineering, preferably in concrete technology or a closely related field. He or she will be expected to participate in the undergraduate and graduate teaching programs and conduct research. Salary level will be commensurate with qualifications and experience. Knowledge of both official languages (French and English) will be considered a definite assel. Applications with curriculum vitae and the names ot three referees should be sent as soon as possible to the Chairman, Department of Civil Engineering, Faculty of Science and Engineering, University of Ottawa, Ottawa, Ontario, K1N 9B4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents only. Further information can be obtained by telephoning the Chairman of the Department of Civil Engineering at (613) 231-5780.

UNIVERSITE D'OTTAWA. Génie des Structures. Le département de génie civil de l'Université d'Ottawa offre un poste de remplaçant en génie des structures au niveau adjoint. Cette nomination serait pour une durée initiale d'une année avec possibilité de renouvellement. Une offre de permanence par la suite serait une question qui relèverait de la situation budgétaire. Le (ou la) candidat(e) choisi(e) doit posséder un doctorat en génie des structures, de préférence en technologie de béton ou d'un domaine rapproché. Il (ou elle) devra enseigner aux 1er, 2ième et 3ième cycles ainsi qui faire de la recherche. Le salaire sera établi selon les qualifications et le degré d'expérience. Une bonne connaissance des deux langues officielles (le français et l'anglais) sera définitivement un atout. La demande d'emploi devra être accompagnée d'un curriculum vitae et des noms de trois références. Le tout devra être envoyé le plus tôt possible au Directeur, Département de Génie Civil, Faculté des Sciences et de Génie, Université d'Ottawa, Ottawa, Ontario, K1N 9B4. Contormément aux exigences d'Immigration Canada, cette annonce s'adresse seulement aux citoyens canadiens et aux résidents permanents. Pour le plus amples renseignements, veuillez téléphoner au Directeur du département de génie civil au (613) 231-5780.

CONCORDIA UNIVERSITY. Mechanical Engineering. The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time tenure-track faculty position to start immediately. The Department offers B.Eng., M.Eng., and Ph.D. programs and has a well-established faculty research activity. Applicants should have a Ph.D. with a high promise of excellence in teaching and proven ability to conduct significant independent research. The areas of specialization for which a candidate is sought are either: fluid power and controls, automation, and system dynamics with working knowledge of microprocessor applications or: computer-aided design and manufacturing, machine intelligence, robotics with relevance to industrial engineering, and applications using interactive graphic facility. The successful candidate will be expected to seek external funding for research, demonstrate scholarly productivily through publications, and develop fruitful contacts with industry. The salary is competitive. Applications, including detailed curriculum vitae and names of three referees, shoufd be sent to Dr. T.S. Sankar, Chairman, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Ouebec, H3G 1M8. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF BRITISH COLUMBIA. Electrical Engineering. The Department of Electrical Engineering ot the University of British Columbia invites applications for positions at the Assistant and possibly Associate Professor level in the following areas: Digital Systems and related areas; Integrated Electronics, including microwave integrated circuits; Computer Applications to industrial processes. Qualifications include a Ph.D. and strong commitment to teaching and research. Industrial experience would also be an asset. In accordance with the Canadian Immigration requirements, this is directed, in the first instance, to Canadian citizens and permanent residents. Please address all correspondence to: Head, Department of Electrical Engineering, The University of British Columbia, Vancouver, B.C., V6T 1W5.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Industrial Engineering Department. The Department of Industrial Engineering of the Technical University of Nova Scotia has a faculty position available beginning Fall Term 1984. Persons with research and teaching interests in the areas of operations research, and manufacturing processes (CAM) are of particular interest. Candidates must hold a Doctorate Degree in a related field and preferably have previous academic and industrial experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications will be received until the position is filled and should be directed to: G.P. Wilson, Head, Department of Industrial Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, N.S., B3J 2X4.

UNIVERSITY OF ALBERTA. Mechanical Engineering. The Department of Mechanical Engineering at the University of Alberta is taking applications for a teaching positon at the Assistant Professor level (salary range $29,720 - $42,920) in the area of Fluid Mechanics or Thermoscience. The successful applicant will have at least one of his/her degrees in Mechanical Engineering and be willing to participate in the teaching of basic core courses in Mechanical Engineering including laboratories and design seminars. The successful applicant will be required to develop a viable research program including having the ability to attract and supervise graduate students within the framework of the facilities and broad interest existing in the department. Please submil Curriculum Vitae, description of research goals and interests, and the names, addresses and telephone numbers of three referees to the Chairman, Department of Mechanical Engineering, Mechanical Engineering Building, University of Alberta, Edmonton, Alberta, T6G 2G8, Canada. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for submitting applications is Jan. 1, 1985.

ENGLISH

UNIVERSITY OF ALBERTA. English. Subject to budgetary approval, the Department of English of the University of Alberta intends to appoint an assistant professor to a tenurable position, effective July 1, 1985. Applicants should be qualified to teach medieval literature and must have a strong specialization in Chaucerian studies. A completed Ph.D. is required, teaching experience preferred; publications are an asset. The starting salary for an Assistant Professor in 1984-85 is $29,720. Candidates should send a curriculum vitae, and the names of three referees who have been asked to write on the candidate's behalf, to Dr. David Jackel, Chairman, Department of English, The University of Alberta, Edmonton, Alberta, T6G 2E5. Deadline for applications is January 31, 1985. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. English. Subject to budgetary approval, the Department of English ot the University of Alberta intends to appoint two assistant professors lo tenurable positions, effective Jufy 1, 1985. Appficants should have a completed Ph.D. and teaching experience. Ability to teach and carry out research in one or more of the following areas would be an asset: Composition and Rhetoric, History of the English language, Children's Literature, Canadian Literature, Modern British and American Literature. The starting salary for an Assistant Professor in 1984-85 is $29,720. Candidates should send a curriculum vitae, and the names of three referees who have been asked to write on the candidate's behall, to Dr. David Jackel, Chairman, Department of English, The University of Alberta, Edmonton, Alberta, T6G 2E5. Deadline for applications is January 31, 1985. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of English. 1. Title: One Assistant Professor position. 2. Qualifications: Ph.D. with specialization in Eighteenth Century Literature. Additional desirable areas of expertise might include American or Canadian Literature, or Creative Writing. Preference will be given to candidates with some teaching experience and scholarly publication. 3. Responsibilities: Applicant must have a commitment to teach at the undergraduate level and to do research. 4. Minimum salary 1984-85: Assistant Professor $28,319. 5. Applications, including a curriculum vitae, transcripts, and names of three referees should be sent to: Dr. B.F. Tyson, Chairman, Department of English, The University of Lethbridge, 4401 University Drive, Lelhbndge, Alberta, T1K 3M4. 6. Effective Date: Probationary appointment, beginning July 1, 1985. 7. Closing Date: When position is filled. 8. In accordance with Canadian Immigration Regulations, this advertisement is direoted to Canadian citizens and permanent residents of Canada.

DALHOUSIE UNIVERSITY. English. The Department of English of Dalhousie University and the University of King's College invites applications for two probationary tenure-track positions at the rank of Assistant Professor commencing July 1, 1985. The appointments will be made in two of the following three fields: Renaissance Prose and Poetry, Romantic Literature, Modern American Literature. Both appointments will be made in the joint Faculty of Arts and Science; one by Dalhousie and one by the University of King's College, an associated institution. The closing date for applications is January 15, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. With respect to the employment of women Dalhousie University is an affirmative action employer Application should be made to: Professor Bruce Stovel, Chairman, Department of English, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

FILM

CONCORDIA UNIVERSITY. Film. Art Director or Production Designer. The Film Production Programme, Faculty of Fine Arts, Concordia University, seeks an experienced Art Director or Production Designer to teach a three credit course, once a week, from January to April 1985. Applicants should have experience in all phases of visual design in filmmaking, and, if possible, a working knowledge of the history of art, architecture, costume, and decorative arts. Teaching experience preferred but not necessary. Please [illegible] curriculum vitae to: [illegible] Herman, Head, Film Production Programme, Department of Cinema & Photography, Faculty of Fine Arts, Concordia University, 1395 Dorchester Blvd. W., Montreal, Que., H3G 2M5.

FINANCE/MANAGEMENT SCIENCE

SAINT MARY'S UNIVERSITY. Department of Management. Tenure track position and others in Mgt, OB, Pers, IR, Policy, Internal Bus, Social Aspects at undergraduate and graduate levels beginning Sept. 1985. Ph.D. or ABD required. Send application to Prof. R. Connell, Chairperson, Dept. of Management, St. Mary's University, Halifax, Nova Scotia, B3H 3C3.

UNIVERSITY OF MANITOBA. Finance. Rank open. Ph.D. in hand or dissertation near completion. Undergraduate and MBA teaching and research in one or more of the following areas, corporate finance, investments and capital markets. Salary is fully competitive and will depend on qualifications, experience and research record. The appointment will be effective July 1, 1985. Please contact Dr. N. Elais, Chairman, Search Committee, Faculty of Administrative Studies, University of Manitoba, R3T 2N2. The University encourages applications from women and men, and especially from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1985. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate finance courses. The rank of the position is open and the salary is competitive. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. J. Colin Dodds, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for two faculty positions in the Department of Finance and Management Science beginning September 1, 1985. Applicants should have a Ph.D. (or be near completion). The successful candidates will teach graduate and undergraduate courses in (1) quantitative/management science, (2) informative systems, (3) computer science, (4) data processing. The rank of each position is open and salary is competitive. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. J. Colin Dodds, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; (902) 429-9780.

GENETICS

McGILL UNIVERSITY. Molecular Genetics Group. The Department of Biochemistry, Faculty of Medicine, McGill University is seeking three to four highly qualified individuals to form a research group with interests in the application of molecular genetics to medically relevant topics. All positions are tenure track at the level of assistant or associate professor. Candidates should have a minimum of two years postdoctoral experience and demonstrated excellence in the application of recombinant DNA technology to animal cell systems. Each new member is expected to develop a separate vigorous and competitive research program. Positions will be tenable after April 1, 1985. Applicants are invited to send a complete curriculum vitae, copies of recent publications and the names of three references to Dr. C.P. Stanners, Department of Biochemistry, McGill University, 3655 Drummond Street, Montreal, Quebec, Canada, H3G 1Y6. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada; however, others are encouraged to apply.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Medical Genetics. Tenure track Faculty position for Clinical Geneticist with Canadian College of Medical Geneticists certification or American Board of Medical Genetics certification. Area of special expertise (such as metabolic disorders or chromosome-phenotype correlations) desirable. Applicants should submit curriculum vitae to: Dr. J. Hall, Director of Clinical Services, Clinical Genetics Unit (B.C.) Grace Hospital, 4480 Oak Street, Vancouver, B.C., V6H 3V5, Canada. In accordance with Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Equal opportunities will be given to male and female applicants.

GEOGRAPHY

CARLETON UNIVERSITY. Department of Geography. Applications are invited for a tenure track position at the Assistant Professor rank. The successful candidate will have a Ph.D. and a research and publication record, and teaching and research interests within cultural-political geography preferably with an interest in public policy applied in Canada and/or the Third World. Teaching at undergraduate and graduate levels. Applicants should forward curriculum vitae and names of three referees to Dr. T.P. Wilkinson, Chairman, Department of Geography, Carleton University, Ottawa, Ontario, K1S 5B6 by December 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women. Subject to budgetary approval.

GEOLOGY

DALHOUSIE UNIVERSITY. Geology. Micropaleontologist/Paleoceanographer. The Department of Geology at Dalhousie University invites applications from candidates eligible to become, or currently a NSERC University Research Fellow for a tenure track position in the field of Micropalaeontology/Palaeoceanography, at the Assistant Professor level, beginning July 1, 1985. Demonstrated teaching and research abilities are required. The applicant should be qualified to supervise graduate research in his or her specialty, and to teach elementary and advanced courses in Micropalaeontology and Pleistocene Geology. While applications will be entertained from specialists in all areas of Micropalaeontology, preference will be given to candidates with research interests compatible with the present and planned activities of the Department of the Centre for Marine Geology (e.g. Recent benthic foraminifera as indicators of palaeowater masses, etc.) Send application and résumé, including the name and addresses of 3 referees, to Chairperson Search Committee, Department of Geology, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4J1. Phone: (902) 424-2358. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Dalhousie has a policy of affirmative action with respect to employment of women.

YORK UNIVERSITY. Geology/Geophysics. Assistant Professor (tenure track) effective July 1, 1985, to establish a program of research, co-ordinate undergraduate geology teaching, and assist in the field exercises. Applicants should have a Ph.D. with a strong academic and research record; postdoctoral experience desirable. Applicants should send complete curriculum vitae and names of three referees before 15 November to: Search Committee, Department of Earth and Atmospheric Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and/or permanent residents of Canada.

HISTORY

UNIVERSITY OF WATERLOO. History. Applications are invited for an appointment up to the rank of Associate Professor in Canadian history, subject to budgetary approval. Ph.D. required, with demonstrated excellence in teaching and scholarship. Duties include undergraduate Canadian survey and additional courses according to candidate's specialty, and participation in M.A. and Ph.D. instruction. Salary commensurate with qualifications. Preferred starting date 1 July 1985 or by negotiation. Please send complete c.v. and names of three referees to James Walker, Chairman, Department of History, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible.

McMASTER UNIVERSITY. History. Ancient History. Applications are invited for an associate Professor specializing in Roman History for a tenure track position, effective July 1, 1985. The successful candidate must have a Ph.D. and publications, and will be expected to instruct at the undergraduate and M.A. levels and to supervise doctoral research in both History and Classics. Salary commensurate with qualifications and experience. The 1984-85 salary floor for Associate Professor is $32,750 per annum. Applications should be submitted by November 1, 1984. Please send applications with full curriculum vitae and the names and addresses of three referees to: Dr. C.J. Jago, Chairman, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L9. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. History. Mellon Professorship in the Humanities: History of Medieval Europe. The Department of History at the University of Toronto seeks applications for a tenure-track appointment at the assistant professor scale. Applicants must have a Ph.D., preferably with teaching experience. The appointment will be made in the history of Medieval Europe. The candidate should have a research and/or publication record sufficient to indicate a rapid progression toward graduate teaching. Teaching responsibilities will initially be at the undergraduate level. The salary will be commensurate with qualifications and experience. Closing date for applications is 1 November 1984. Appointment begins 1 July 1985. Send curriculum vitae, dossier, and ask three referees to write on your behalf to Professor Paul Rutherford, Chairman, Department of History, University of Toronto, Toronto, Canada, M5S 1A1. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO. History. Mellon Professorship in the Humanities: History of International Relations. The Department of History at the University of Toronto seeks applications for a tenure-stream appointment at an appropriate level on the assistant professor scale. Applicants must have a Ph.D., preferably with teaching experience. The appointment will be made in the History of International Relations, specifically the continental European system in the nineteenth and twentieth centuries. Applicants should have an ongoing research interest in this field as well as a competence to teach survey and advanced undergraduate courses in Modern Western and Central European History. The candidate should have a research and/or publication record sufficient to indicate a rapid progression toward graduate teaching. The salary will be commensurate with qualifications and experience. Closing date for applications is 1 November 1984. Appointment begins 1 July 1985. Send curriculum vitae, dossier, and ask three referees to write on your behalf to Professor Paul Rutherford, Chairman, Department of History, University of Toronto, Toronto, Canada, M5S 1A1.

WILFRID LAURIER UNIVERSITY. Department of History. Applications are invited for a two-year continuing appointment in the Department of History at the rank of Assistant Professor. Applicants will be expected to teach courses in British history and to have a particular expertise in the Tudor and Stuart period. The successful candidate will also teach courses in a minor field to be determined by the applicant's interests and the curriculum needs of the department. Ph.D. or equivalent and publications are required. Demonstrated ability as an undergraduate teacher is essential. The position commences July 1, 1985 and salary will be commensurate with qualifications and experience. Applications, including curriculum vitae, and the names of three referees, should be sent to Professor Terry Copp, Chairman, Department of History, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of History. 1. Title: One tenure-track Assistant Professor position. 2. Qualifications: Ph.D. or near completion. Major area of specialization should be in modern western Europe, or late medieval/early modern European. Candidates should emphasize any additional topic or area qualifications they possess. 3. Responsibilities: Applicant must have a commitment to teaching at the undergraduate level and to research. 4 Minimum salary 1984-85: Assistant Professor $28,319. 5. Applications, including a curriculum vitae, transcripts, and the names of three referees, should be sent to: Dr. Raymond Huel, Chairman, Department of History, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: Probationary appointment for one year beginning July 1, 1985. 7. Closing Date: November 30, 1984. 8. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

HOME ECONOMICS

UNIVERSITY OF SASKATCHEWAN. Home Economics. Assistant or Associate Professor of Nutrition (Tenure Track Position 84 T 9 - 13). Qualifications: Ph.D. or equivalent in human nutrition, training and/or experience in clinical nutrition and/or community nutrition; demonstrated research ability; experience in social science methodology desirable. Duties: Develop research program in co-operation with other researchers; teach courses in human nutrition; develop new courses in one or more specialized areas; supervise graduate students. Salary: Assistant (83-84 floor $27,983) or associate (83-84 floor $36,407) depending on qualifications. Apply: Dean G.M. Moss, College of Home Economics, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Effective: July 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ITALIAN

UNIVERSITY OF TORONTO. Department of Italian Studies. Mellon Appointment. This is a tenure-track appointment to be made at an appropriate point on the Assistant Professor scale. Ph.D. preferably with teaching experience. Specialist in sixteenth-century Italian Literature, with a demonstrated interest in modern critical theory. The candidate should have a research and/or publication record sufficient to indicate a rapid progression toward graduate teaching. Candidates should send curriculum vitae, the names and addresses of three referees to A.A. Iannucci, Chairman, Department of Italian Studies, University of Toronto, Toronto, Canada, M5S 1A1. In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents. Closing date for application: 15 November, 1984. Date of appointment: 1 July, 1985.

LAW

UNIVERSITY OF SASKATCHEWAN. College of Law. The College of Law, University of Saskatchewan, invites applications for a tenure stream position that has become vacant. Preference may be given to applicants interested in teaching and researching in one or more of the following areas: Company Law, Taxation, Contracts, and Family Law. Assistant Professor will be the likely level of appointment. A graduate degree in law, significant experience in practice or equivalent is required. Salary will be commensurate with qualifications and experience. Applications, accompanied by detailed curriculum vitae and the names of three referees, should be addressed to Dean Daniel Ish, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LIBRARY

THE UNIVERSITY OF MANITOBA. LIBRARIES. Original Cataloguer (Slavic). Original Cataloguing Section, Cataloguing Department, Technical Services Division. This is an 18-month term position to commence as soon as possible and with the possibility of renewal. Salary: Commensurate with qualifications. Minimum: General Librarian — $21,056; Assistant Librarian — $25,861. Reporting to the Co-ordinator of Technical Services, the incumbent is expected to complete cataloguing for all items routed to his/her subject specialty area, to do original classification and cataloguing of materials in the Cyrillic Alphabet, and to adapt machine readable records for Slavic items. Requires an accredited library degree; some experience with AACR2, Library of Congress classification and subject headings, and an automated cataloguing system such as UTLAS; good communication skills; thorough knowledge of Russian and Ukrainian, with working knowledge of other Slavic languages an asset. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit applications including résumé, salary expectations and the names of three referees by November 15, 1984 to: Earle C. Ferguson, Director of Libraries, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

MATHEMATICS

DALHOUSIE UNIVERSITY. Mathematics. Mathematician. Applications are invited from candidates eligible to become NSERC University Research Fellows, for a probationary tenure track position in Mathematics, at the Assistant or Associate Professor level, starting July 1, 1985. Duties of a URF include teaching of one course in Pure or Applied Mathematics and some supervision of graduate research. The research interests of the Department are varied. Areas of strength include operator theory, category theory, optimization and functional analysis. Preference will be given to a candidate whose research interests complement Departmental interests. Send résumé and the name and address of 3 referees to: Chairperson, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, N.S., Canada, B3H 4H8, Phone (902) 424-2572. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. Dalhousie University has a policy of affirmative action with respect to employment of women.

UNIVERSITY OF VICTORIA. Department of Mathematics. The Department of Mathematics invites applications for one, or

possibly two, tenure track positions at the assistant professor level, and one visiting position to commence on July 1, 1985. Applicants must have a Ph.D. or its equivalent and a strong commitment to research and undergraduate teaching. Preference will be given to applicants who can interact with Department members in one or more of the areas of applied mathematics and differential equations, discrete mathematics, or functional analysis. The ability to teach beginning statistics courses will be considered an asset. The present salary floor for assistant professor is $26,465. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Applicants should send a curriculum vitae and the names of four references to Dr. C.R. Miers, Chairman, Department of Mathematics, University of Victoria, Victoria, British Columbia, Canada, V8W 2Y2. The closing date for applications is December 15, 1984.

UNIVERSITY OF OTTAWA. Department of Mathematics. Applications are invited for a tenure-track position commencing July 1, 1985. Rank according to qualifications. Requirements are a Ph.D. in mathematics and demonstrated research ability. Duties include teaching and research. For this position, ability to teach in English and French is a requirement for tenure. Applicants should send a curriculum vitae and arrange to have at least three letters of reference sent to: M. Déruaz, Chairman, Department of Mathematics, University of Ottawa, Ottawa, Ontario, K1N 9B4. The closing date is December 15, 1984. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

MEDICINE

UNIVERSITY OF OTTAWA. Faculty of Health Sciences. New Bilingual Programs in Physiotherapy and Occupational Therapy. The University of Ottawa is establishing two bilingual Baccalaureate programs of 4 years duration, one in Physiotherapy, the other in Occupational Therapy. The Faculty of Health Sciences is now accepting applications for the positions of Director, Physiotherapy Program; Director, Occupational Therapy Program. Suitable candidates will hold a Masters or Doctoral degree. Several years experience as well as professional accreditation will be an asset. A written and spoken knowledge of both French and English is essential. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. An application, including curriculum vitae and appropriate references should be forwarded, prior to October 31, 1984, to: Gilles D. Hurteau, M.D., Dean, Faculty of Health Sciences, University of Ottawa, Ottawa, Ontario, K1H 8M5.

UNIVERSITE D'OTTAWA. Faculté des Sciences de la Santé. Nouveaux Programmes Bilingues en Physiothérapie et en Ergothérapie. L'Université d'Ottawa annonce l'établissement de nouveaux programmes bilingues de 4 ans en physiothérapie et en ergolhérapie menant du baccalauréat. La Faculté est à la recherche de directeurs (trices) pour initier ces programmes: Directeur (trice), programme en physiothérapie; Directeur (trice), programme en ergothérapie. Les candidat(e)s possédant la compétence, les aptitudes, l'expérience, et les créances et certificats académiques et professionnels sont invité(e)s à soumettre leur candidature. Une maîtrise ou un doctorat sont de rigueur ainsi qu'une connaissance active du français et de l'anglais. L'Université d'Ottawa offre un salaire compétitif, des bénéfices marginaux avantageux et d'excellentes conditions de travail. Selon les exigences d'Immigration Canada, cette annonce s'adresse sourtout aux citoyens canadiens et aux résidents permanents du Canada. Les candidat(e)s devront faire parvenir leur curriculum vitae et leur liste de références avant le 31 Octobre 1984 à l'attention de: Gilles D. Hurteau, M.D., Doyen, Faculté des Sciences de la santé, Université d'Ottawa, Ottawa, Ontario, K1H 8M5.

UNIVERSITY OF BRITISH COLUMBIA. Medical Microbiology. Laboratory Scientist required at Vancouver General Hospital, an affiliate of the University of British Columbia. The successful candidate will have a Ph.D., substantial experience in DNA hybridization techniques and the ability to appty these to rapid microbial identification using DNA probes. It is highly desirable that the applicant have served two years in an approved clinical micro-biological training program, able to teach in the undergraduate and residency programs and assist in supervising a hospital diagnostic laboratory. Remuneration and rank will depend on experience. In accordance with Canadian Immigration regulations, applications from Canadian citizens and landed immigrants will be considered first. Please direct enquiries to: J.A. Smith, M.D., F.R.C.P.(C), Professor and Head, Division of Medical Microbiology, University of British Columbia, 6174 University Boulevard, Vancouver, B.C., Canada, V6T 1W5. Tel.: (604) 228-4437.

QUEEN'S UNIVERSITY. Medicine. Queen's University, Department of Medicine invites applications from cardiologists with special expertise in coronary care. The successful candidate would be expected to establish an independent research program in this area. Preference will be given to established investigators, but candidates who have recently finished their training and show exceptional promise will be considered. Academic salary and rank commensurate with experience. Candidates must be certified in Internal Medicine and Cardiology, and eligible for licensure in Ontario. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates of both sexes are equally encouraged to apply. Send curriculum vitae and names of three references to: Dr. H.B. Dinsdale, Professor and Head, Department of Medicine, Queen's University, Kingston, Ontario, K7L 3N6.

McGILL UNIVERSITY. Physical Therapy Division. Applications are invited for a full-time academic appointment in the division of Physical Therapy, McGill University, for September 1985. McGill University offers a B.Sc. degree in physical therapy as well as an M.Sc. degree in rehabilitation medicine. Qualified candidates should be physical therapists who possess a doctoral degree and a strong clinical background. Duties include teaching at both the undergraduate and graduate levels as well as supervision of graduate research. Salary according to McGill norms. Send letter stating teaching and research interests, curriculum vitae, and names of three references to: Martha Piper, Ph.D., Director, School of Physical and Occupational Therapy, McGill University, 3654 Drummond Street, Montreal, P.Q. H3G 1Y5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY. Occupational Therapy Division. Applications are invited for a full-time academic appointment in the division of Occupational Therapy, McGill University, for September 1985. McGill University offers a B.Sc. degree in occupational therapy as well as a M.Sc. degree in rehabilitation medicine. Qualified candidates should be occupational therapists who possess a doctoral degree, and a strong clinical background, in either physical medicine or psychological functioning. Send letter stating teaching and research interests, curriculum vitae, and names of three references to: Martha Piper, Ph.D., Director, School of Physical and Occupational Therapy, McGill University, 3654 Drummond Street, Montreal, P.Q., H3G 1Y5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. McGill Cancer Centre. Research Associate position available immediately for a period of three years at a salary of $23,000. Ph.D. required and at least three years of experience in the following areas: Structure and biosynthesis of membrane glycoproteins, metabolism of polyprenols and their role in biosynthesis of glycoproteins and polysaccharides in unicellular and multicellular organisms, use of inhibitors and sugar analogs in glycosylation reactions. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents of Canada. Send application, curriculum vitae and names of three referees to: Dr. Annette Herscovics, Associate Professor, McGill Cancer Centre, 3655 Drummond Street, Montreal, Ouebec, Canada, H3G 1Y6.

UNIVERSITY OF ALBERTA. Medicine. Hematologist. The Division of Clinical Hematology, University of Alberta is recruiting a hematologist with a major interest in hemostasis and thrombosis. The position combines a research program with clinical and teaching responsibilities. Faculty appointments will be at a rank commensurate with qualifications. Applicants are expected to be eligible for certification as a specialist in Hematology and to be able to direct an independent research program. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. If none are available, then this position may be offered to others. Direct inquiries and applications to: Dr. A. Robert Turner, Director, Division of Hematology, University of Alberta, 11560 University Avenue, Edmonton, Alberta, Canada, T6G 1Z2.

UNIVERSITY OF ALBERTA. Medicine. Endocrinologist. Canadian Fellowship eligible in Internal Medicine with research interest in carbohydrate, lipid, bone or hypertensive disorders. Teaching and practice components. Long term academic appointment dependent upon support from an external agency. Contact Dr. Peter M. Crockford, Director, Division of Endocrinology and Metabolism, Department of Medicine, University of Alberta, Edmonton, Alberta, T6G 2G3, Canada. The University of Alberta is an equal opportunity employer, but in accordance with the Canadian Employment and Immigration regulations, this advertisement is directed particularly to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Department of Family Medicine Moose Factory Zone. Applications are invited for three full time faculty positions in the Canadian North. These unique appointments will combine primary health care with teaching and some research. Duties will include the supervision and coordination of senior residents in Family Medicine as well as the direction and provision of Primary Care in the Moose Factory Zone. The successful candidate will be certified or eligible for certification by the College of Family Physicians of Canada. These appointments are being developed by Queen's University in co-operation with the Medical Services Branch of Health and Welfare, Canada. Candidates of both sexes are equally encouraged to apply. In compliance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens. For further details please contact: Dr. C.A. Johnson, Head, Department of Family Medicine, Queen's University, P.O. Bag 8888, Kingston, Ontario, K7L 5E9.

UNIVERSITY OF SASKATCHEWAN. University Hospital. Surgical Intensive Care Unit. Critical Care Fellowship. One year, renewable once, for physicians who are eligible for the Royal College Certification Examination in General Surgery or Anaesthesia. Experience offered in: Surgical critical care multidisciplinary unit in multipte trauma, open heart surgery, major complications following general surgical procedures, neurosurgical post-op care and infections in critically ill patients. Competitive salary. Opportunities for clinical research available. Position open immediately. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae to: Jaime C. Pinilla, M.D., F.R.C.S.(C), Director, Surgical Intensive Care Unit, Department of Surgery, University Hospital, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF ALBERTA. Department of Medicine. Applications are invited for a Research Scholar at the rank of Assistant Professor (salary $29,720-$41,820). The successful candidate should have a Ph.D. with at least two years of appropriate postdoctoral training and must have demonstrated outstanding potential for an independent research career in the area of blood pressure control. This is a long term academic appointment which, though funded through an external agency, ensures the encumbent the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and is made on the basis of excellence. Applicants should forward their curriculum vitae, an outline of their research interests and the names of three references to: Dr. J.B. Dossetor or Dr. S. Kaufman, Department of Medicine, 8-121 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3, Canada. Closing date December 1, 1984. The University of Alberta is an equal opportunity employer, but in accordance with the Canada Employment and Immigration regulations, this advertisement is directed particularly to Canadian citizens and permanent residents.

THE LONDON REGIONAL CANCER CENTRE. Radiation Oncologist. The London Regional Cancer Centre (LRCC) of the Ontario Cancer Treatment and Research Foundation (OCTRF) invites applications for the position of staff radiation oncologist. This is a new position bringing the complement of radiation oncologists to seven in this centre. The LRCC serves a regional population of 1.2 million people in Southwestern Ontario and is a comprehensive cancer centre affiliated with the University of Western Ontario through the Department of Radiation Oncology (Faculty of Medicine). A full range of medium and high energy radiotherapy units is available with selectron afterloading facilities. The Centre has a full complement of physicists, medical oncologists, basic research scientists and an active clinical research program. Multidisciplinary cancer management is an integral part of the Centre's philosophy and there are comprehensive regional outreach facilities. The successful candidate will have a recognizable training and subspecialty certification in radiation oncology. He/she should be eligible for a license to practice in the province of Ontario. Preference will be given to candidates who bring established clinical/basic research skills to the position and/or have interests in teaching at the undergraduate and postgraduate levels. Remuneration and conditions of service will be according to the guidelines of the OCTRF and based upon age and experience. The Ontario Cancer Treatment and Research Foundation is an equal opportunity affirmative action employer but is directed by Canadian Immigration authorities to state — "that preference will be given to Canadian citizens and permanent residents of Canada". Applications with the names of three current referees should be sent to: Dr. Haydn Bush, Director, London Regional Cancer Centre, 391 South Street, London, Ontario, N6A 4G5; (519) 679-9890 — from whom further information and inquiries are invited. Closing date for applications is October 31, 1984.

THE LONDON REGIONAL CANCER CENTRE. Chief Physicist. The London Regional Cancer Centre of the Ontario Cancer Treatment and Research Foundation invites applications for the position of Chief Physicist. This Centre is associated with Victoria Hospital and the University of Western Ontario in London, Ontario. This comprehensive Cancer Centre sees 2,500 new patients per year within a multidisciplinary clinical framework. In addition, it conducts its own research programs in basic, interface and clinical cancer research. The successful candidate will have responsibility for supervising the service and educational activities of the Physics Department of the Centre. In addition, he/she will be responsible for administration of the physics program. A primary pre-requisite for this appointment is that the candidate will have the ability to establish his/her own research program and in addition, stimulate and foster research within the department. A Ph.D. is a prerequisite for this appointment and it is anticipated that the candidate would be of sufficient stature to be eligible for a senior academic appointment in the Departments of Radiation Oncology, Biophysics (Faculty of Medicine) and the Department of Physics, University of Western Ontario. Salary is open to negotiation, will be based upon the candidate's previous training and experience and will be in accordance with the salary scales of the Ontario Cancer Treatment and Research Foundation. Applications, with curriculum vitae and the names of three current referees, should be forwarded to: Dr. Haydn Bush, Director, London Regional Cancer Centre, 391 South Street, London, Ontario, N6A 4G5; (519) 679-9890. The Ontario Cancer Foundation is an equal opportunity, affirmative action employer but is directed to state by Canadian Immigration authorities that preference will be given to Canadian residents and permanent residents of Canada. Applications will be accepted up to eight weeks after the appearance of this advertisement and the anticipated date of commencement of the position is April 1, 1985.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Medicine. Department of Anatomy. The University of Western Ontario, Department of Anatomy, probationary position at the level of an assistant or associate professor to be available on July 1, 1985. Applicants should have an M.D. or Ph.D. degree, be able to teach human anatomy and embryology, and have an ongoing research programme in anatomical sciences, preferably in one of the following areas: hemopoietic and immune system, experimental embryology, or cell biology. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and names of three references to Dr. P.K. Lala, Chairman,

Department of Anatomy, The University of Western Ontario, London, Ontario, N6A 5C1, before December 15, 1984 Position subject to the availability of funds. An Equal Opportunity Employer.

MUSIC

UNIVERSITY OF OTTAWA. Department of Music. Applications are invited for a full-time position in musicology which will be available July 1, 1985 at the assistant or associate professor level, according to qualifications. Although the language of instruction will be English, the candidate should be comfortable working in a bilingual milieu. The successful candidate must have a doctorate in music. An established research and publication record sufficient to qualify for eventual membership in the School of Graduate Studies is desired. Immediate responsibilities will involve teaching courses in music history and musicology at the undergraduate level. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Letters of application, curriculum vitae and the names and addresses of three referees should be forwarded, prior to November 15, 1984, to: Prof. Cynthia Floyd, Chairman, Department of Music, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

BRANDON UNIVERSITY. School of Music. Vacancy in Cello. Position: Full-time probationary (tenure track). Duties: Provide instruction in graduate and undergraduate cello and related literature and pedagogy courses. Play in faculty trio and coach chamber ensembles. Teach lower strings techniques and methods. Provide leadership in developing cello program. The candidate should have teaching skills in one or more of the following: Theory, History, Music Appreciation, Orchestral Conducting. Interest or experience in public school string programs an asset. Qualifications: Experience and success as performer and teacher. Doctoral degree or the equivalent in professional attainment. Rank and Salary: Assistant or Associate Professor depending upon qualifications. Salary negotiable. 1984/85 salary floors: Assistant Professor $26,700; Associate Professor $33,900. Date of Appointment: September 1, 1985 (January 1, 1985 not precluded). Closing Date for Applications: When position is filled. General Information: The School of Music offers a B. Mus. in Performance, Music Education and General Music and a M. Mus. in Performance and Literature (Piano and Strings) and Music Education. There are 20 full-time and 14 part-time faculty and a student enrolment of around 150. A fine new music facility is scheduled for occupancy in 1985. Application: Letter of application, curriculum vitae and the names of three referees may be sent to: Professor Gordon Macpherson, Director, School of Music, Brandon University, Brandon, Manitoba, Canada, R7A 6A9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHARMACY

DALHOUSIE UNIVERSITY. College of Pharmacy. Applications are invited for a full-time tenure track position in drug metabolism/toxicology. The successful candidate will be expected to do undergraduate and graduate teaching and to maintain an active research program in these areas. A Ph.D. degree is required; post-doctoral research and/or teaching experience are desirable. Salary and rank will be commensurate with qualifications and experience. Interested persons should send curriculum vitae and names of three referees to Dr. David K. Yung, Director, College of Pharmacy, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, Canada. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The closing date for receiving applications is December 15, 1984.

PHILOSOPHY

UNIVERSITY OF TORONTO. Philosophy. Assistant Professorship in Philosophy. This is a tenure-track appointment to be made at an appropriate point on the Assistant Professor scale. Ph.D., preferably with teaching experience. Primary specialization in Continental Philosophy with expertise in Hegel Studies. Secondary area of competence: Social and Political Philosophy. The candidate should have a research and/or publication record sufficient to justify an early appointment to teach at the graduate level. Applications, including letters from three academic referees, should be sent to Prof. John G. Slater, Acting Chairman, Department of Philosophy, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents. Closing date for applications: 15 November, 1984. Date of appointment: 1 July, 1985.

PHYSICAL EDUCATION

UNIVERSITY OF NEW BRUNSWICK. Physical Education and Recreation. The Faculty of Physical Education and Recreation has a permanent faculty position available as of Nov. 15, 1984. A Ph.D. in Physiology of Exercise or the equivalent is required. This position is available at the assistant professor rank. The Faculty has undergraduate and graduate programs leading to the B.P.E. and M.P.E. degrees. The graduate program involves applied fitness research as well as course work in physiology of exercise and fitness. The successful candidate would be involved in all aspects of the Faculty including teaching, research, liaison with educational and other agencies. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Present salary range — $26,243 - $37,289. The salary range is presently under negotiation for July 1, 1984. Applicants should send curriculum vitae giving research interests and the names of three referees to: Dr. W.W. MacGillivary, Dean, Faculty of Physical Education and Recreation, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3. The closing date for applications is Nov. 1, 1984.

PHYSICS

UNIVERSITY OF WATERLOO. Physics. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a résumé and names of 3 references to prof. F.W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Department of Physics. A research associate is required for the theoretical study of the spectroscopy of radiation-induced effects in molecular crystals. A good knowledge of the theory of molecular quantam crystals and of molecular spectroscopy as well as experience with computational methods is required. Applications, including a curriculum vitae and the names of three referees, should be received by November 31, 1984. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications should be directed to: Dr. J.D. Poll, Department of Physics, University of Guelph, Guelph, Ontario, N1G 2W1.

THE UNIVERSITY OF WINNIPEG. Physics. The Positron Group at the University of Winnipeg invites applications for a post-doctoral fellowship or a research associateship. The main research interest is presently centred on defect characterization in semiconductors by means of positron lifetime and Doppler broadening measurements. Applicants do not necessarily have to possess a background in both positron annihilation and semiconductor physics. The salary will be in the $20,000 to $25,000 range depending on qualifications and the initial appointment can commence immediately. The appointment can be renewed annually. Applications, including curriculum vitae, list of publications and the names of three referees should be sent to: Dr. S. Dannefaer, Department of Physics, University of Winnipeg, Winnipeg, Manitoba, Canada, R3B 2E9. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

POLITICAL SCIENCE

UNIVERSITY OF VICTORIA. Department of Political Science. The Department of Political Science invites applications for a tenure-track position at the level of Assistant Professor. This position, subject to final budgetary approval, will commence July 1, 1985. A completed Ph.D. is required for appointment at the Assistant Professor rank. Salary will be commensurate with relevant experience and not less than the current floor of $26,465. Applicants should be specialists in public administration and qualified to teach introductory Canadian government. A curriculum vitae, detailing the candidates' full range of qualifications, and the names of three referees should be sent to: Dr. A.H. Birch, Chairman, Department of Political Science, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Closing date for applications: 1 February 1985.

DALHOUSIE UNIVERSITY. Political Science. The Department of Political Science at Dalhousie University and the University of King's College invites applications for a probationary tenure-track position at the rank of Assistant Professor commencing July 1, 1985. The appointment will be made in the field of Comparative Politics. Applicants should be both qualified and willing to teach at the introductory level. The appointment will be held in the joint Dalhousie-King's Faculty of Arts and Science. The closing date for applications is January 15, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. With respect to the employment of women Dalhousie University is an affirmative action employer. Applications should be made to Professor Denis Stairs, Chair, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6.

PSYCHIATRY

UNIVERSITY OF SASKATCHEWAN. CITY HOSPITAL. Psychiatry. Chief of Psychiatry required. A position is available as Chief of Psychiatry at City Hospital, Saskatoon, Saskatchewan. This is a 365-bed teaching hospital with a new 25-bed psychiatric inpatient ward and a well appointed teaching and outpatient unit. The successful candidate will have a full-time appointment, at an appropriate rank, with the University of Saskatchewan's Department of Psychiatry. The person will be expected to involve him/herself in the administration of the psychiatric in-hospital and community services and to coordinate teaching programmes for Medical Undergraduate Students as well as Psychiatric and Family Medicine Postgraduate Trainees. The applicant should have some experience in administration and teaching. Salary range will be commensurate with qualifications and experience. An attractive compensation package is available. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please address enquiries to: D.L Keegan, M.D., F.R.C.P.(C), Professor & Head, Department of Psychiatry, University Hospital, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0.

PSYCHOLOGY

UNIVERSITY OF SASKATCHEWAN. Psychology. The Department of Psychology, University of Saskatchewan, invites applications for a tenurable faculty position in clinical psychology. We are committed to hiring in the area of child clinical psychology, and we require someone with a strong commitment to both clinical training and research. Undergraduate teaching in the developmental area will also be expected. Applicants should have a Ph.D. in clinical child psychology, an internship, and an active research program. The appointment is at the rank of assistant professor and the salary range (under review) is $27,903-$36,407. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a curriculum vitae and have at least three referees submit letters of reference to: Thomas B. Wishart, Head, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Department of Psychology. The University of Western Ontario Department of Psychology invites applications for a three-year limited term appointment at the Assistant Professor level in the area of Sensation and Perception. Subject to budgetary approval the appointment is due to commence on July 1, 1985. Strong preference will be given to candidates with expertise in the areas of audition and psychoacoustics. The successful candidate will be expected to teach both undergraduate and graduate courses on perceptually related topics. The ability to teach statistics and methodology courses at the undergraduate level would be an asset. Applications, including curriculum vitae, copies of recent publications and three letters of recommendation should be addressed to Dr. W.J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario, Canada, N6A 5C2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Department of Psychology. The University of Western Ontario, Department of Psychology, invites applications for a position at the Assistant Professor level in any area of developmental psychology. This is potentially a tenure-track position. Evidence of outstanding research accomplishment or potential is essential. Subject to budgetary approval, appointment to commence July 1, 1985. Letters of application including a curriculum vitae, copies of recent publications and three letters of recommendation should be addressed to Dr. W.J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario, N6A 5C2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

SOCIAL WORK

YORK UNIVERSITY. ATKINSON COLLEGE. Department of Social Work. Applications are invited for a tenure stream position in social work open to all ranks. The Department's educational orientation is the integration of policy, practice and research within a multicultural framework. The successful applicant is expected to have a basis in all three of these areas. All specializations will be considered. Responsibilities include undergraduate and graduate teaching; supervision of students in the field, supervision of graduate research work. Qualifications: must have a social work degree and a doctorate in social work or related discipline, competence in policy and practice analysis and research. Applications will be accepted until the position is filled. Send Curriculum Vitae and the names of at least three references to Dr. Brigitte Kitchen, Chairperson, Department of Social Work, Atkinson College, 4700 Keele Street, Downsview, Ontario, M3J 2R7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIOLOGY

THE UNIVERSITY OF VICTORIA. Sociology. Applications are invited for a full-time regular position in the Department of Sociology, University of Victoria at the Assistant Pro-

fessor level to be filled July 1, 1985. This position is subject to budgetary considerations. Preferred teaching areas to include Leisure and some combination of the following: Research Methods, Family, Ecology, and Social Problems. Only Ph.D.'s will be evaluated for this tenure track position. Salary is competitive with other major Canadian universities. Please send curriculum vitae and names of three references by 30 November 1984 to R. Alan Hedley, Chair, Department of Sociology, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

LAURENTIAN UNIVERSITY. Sociology. Applications are invited from men and women for a tenure-track faculty position in the Department of Sociology and Anthropology, Laurentian University, Sudbury, Ontario, commencing July 1st, 1985. Applicants must have a Ph.D. with demonstrated teaching, research experience and publications in the areas of family and socialization. Other areas of teaching may include: Sex Roles and Sexuality, Aging, and Introcuctory Sociology and the opportunity to participate in a master's programme. Preference will be given to bilingual candidates. Rank will be according to qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send curriculum vitae to: Chairman, Department of Sociology and Anthropology, Laurentian University, Sudbury, Ontario, P3E 2C6.

UNIVERSITE LAURENTIENNE. Sociologie. L'Université Laurentienne Sudbury (Ontario), sollicite les candidatures d'hommes et femmes à un poste de professeur pouvant mener à la permanence au Département de sociologie et d'anthropologie. La nomination entrera en vigueur le 1er juillet 1985. Les candidats devraient être titulaires d'un Ph.D., posséder de l'expérience dans l'enseignement et la recherche et avoir publié dans les domaines de la famille et de la socialisation. Les rôles sexuels et la sexualité, le vieillissement et l'initiation à la sociologie seraient également des matières utiles, ainsi que la possibilité de participer à un programme de maîtrise. La préference sera accordée aux candidats bilingues. Le rang sera fonction des titres et qualités. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Faire parvenir son curriculum vitae au Directeur, Département de sociologie et d'anthropologie, Université Laurentienne, Sudbury (Ontario), P3E 2C6.

UNIVERSITY OF WATERLOO. Sociology. The Department of Sociology at the University of Waterloo expects to have two vacancies starting in the fall of 1985. The substantive areas of specialization are open but preference will be given to candidates with demonstrated competence in statistical research methods and computer applications combined with sociology of industry, urban sociology and population and technology transfer. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The availability of this position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send résumés and names of three references to Chairman, Department of Sociology, University of Waterloo, Waterloo, Ontario, N2L 3G1.

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of Sociology. 1. Title: One tenure-track Assistant Professor position, subject to funding. 2. Qualifications: Ph.D. and experience in teaching and research. 3. Responsibilities: Undergraduate teaching in Sociology of Agriculture, Sociology of Underdevelopment, Stratification, Political Sociology, Canadian Society, and Introductory Sociology. 4. Minimum Salary 1984-85: Assistant Professor $28,319. 5. Applications, including a curriculum vitae, transcripts, and the names of three referees, should be sent to: Dr. Hal Weaver, Chairman, Department of Sociology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: Probationary appointment to begin July 1, 1985. 7. Closing Date: November 1, 1984. 8. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Sociology. Applications are invited for two-tenure track positions, subject to final budgetary approval. The first carries the possibility of appointment at senior rank with tenure. Research specialities are open. Ph.D. or equivalent required. The second position is at the rank of Assistant Professor. Research specialities preferred are theory, medical sociology, demography, social organization/stratification, social psychology/communications, or statistics and research methodology. Ph.D. or equivalent required. Both appointments commence on July 1, 1985. Letters of application including a curriculum vitae should be sent to The Chairman, Recruitment Committee, Department of Sociology, The University of Western Ontario, London, Ontario, N6A 5C2. Applicants should request three referees to send letters in support of their applications directly to the Chairman of the Recruitment Committee. The deadline for applications is October 31, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. An Equal Opportunity Employer.

SOIL SCIENCE

THE UNIVERSITY OF ALBERTA. Department of Soil Science. Applications are invited for consideration for an NSERC University Research Fellowship position. Applicants must have a Ph.D. degree, preferably with post-doctoral experience. The Department is interested in an individual with research interests in soil chemistry with emphasis on inorganic chemical or biogeochemical soil systems. The position will involve some teaching responsibilities in the area of soil chemistry according to the specialization of the appointee. Salary will be equivalent to the Assistant Professor level. Submit complete curriculum vitae along with names of three referees and copies of reprints as soon as possible, to permit consideration in the November 1984 NSERC competition, to Dr. M.J. Dudas, Acting Chairman, Department of Soil Science, University of Alberta, Edmonton, Alberta, T6G 2E3. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration and NSERC requirements, this advertisement is directed to Canadian citizens and permanent residents.

STATISTICS

DALHOUSIE UNIVERSITY. Statistics. Statistician. Applications are invited from candidates eligible to become NSERC University Research Fellows, for a probationary tenure-track position in Statistics, at the Assistant or Associate Professor level, starting July 1, 1985. Duties of a URF include teaching of one course in Statistics and some supervision of graduate research. The research interests of the Statistics Division are varied. Areas of strength include robustness, nonlinear regression, statistics of dynamic systems, multivariate analysis, inference and information theory. Preference will be given to a candidate whose research interests complement Departmental interests. Send résumé and the name and address of 3 referees to: Chairperson, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, N.S., Canada, B3H 4H8, Phone (902) 424-2572. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. Dalhousie University has a policy of affirmative action with respect to employment of women.

THEOLOGY

ST. ANDREW'S COLLEGE. St. Andrew's College, Saskatoon, preparing persons for ordination in The United Church of Canada, invites applications for Professor of Church and Society effective September, 1985. Address inquiries or résumé by November 5, 1984, to: Ralph Donnelly, President, 1121 College Drive, Saskatoon, Saskatchewan, S7N 0W3.

UNIVERSITE SAINT-PAUL. Théologie. 1. Professeur adjoint en théologie sacramentaire en liturgie: poste menant à la permanence. 2. Soni exigés: Doctorat, une bonne connaissance de la tradition catholique romaine en liturgie, qualifications et recherche et liturgie. 3. Enseignement (en anglais et en français) et recherche aux premier, deuxième et troisième cycles en théologie sacramentaire et liturgie. 4. Salarie: 1984-85 minimum: $26,150. 5. Doyen, Faculté de théologie, Université Saint-Paul, 223, rue Main, Ottawa, Ontario, K1S 1C4. Faire parvenir curriculum vitae et trois lettres de répondants au Doyen. 6. Entrée en vigeur: 1er septembre 1985. 7. Date limite du concours: 30 octobre 1984 Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et aux personnes domiciliées en permanence au Canada.

SAINT PAUL UNIVERSITY. Theology. 1. Tenure-track position at the rank of assistant professor in Sacramental Theology with a specialization in Liturgy. 2. Doctorate, fluency in oral French, good knowledge of RC tradition in Liturgy, degrees and research in Liturgy are required. 3. Teaching (in French and in English) and research in Liturgy, at graduate and undergraduate levels. 4. Salary: 1984-85 floor: $26,150. 5 Send curriculum vitae and ensure that three referees forward letters to: Dean, Faculty of Theology, Saint Paul University, 223 Main Street, Ottawa, Ontario, K1S 1C4. 6. Effective: September 1, 1985. 7. Deadline for submission: October 30, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

VETERINARY MEDICINE

UNIVERSITY OF SASKATCHEWAN. Western College of Veterinary Medicine. Veterinary Clinical Pharmacologist. Applications are invited for a faculty (tenure track) position at the assistant/associate professor level. Qualifications include a D.V.M. or equivalent, eligible for licensure in Saskatchewan and either a Ph.D. in clinical pharmacology or specialized training in the area of clinical pharmacology with at least two years of clinical experience. Primary duties include teaching clinical pharmacology to undergraduate and graduate D.V.M. students, clinical service in the area of clinical pharmacology and the establishment of an independent research program. Salary will be commensurate with qualifications and experience. Qualified applicants are invited to submit a letter of application including curriculum vitae and the names of three references to Dr. C.S. Sisodia, Head, Department of Veterinary Physiological Sciences, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE, non-profit, faculty-administered, helps arrange teaching and/or housing exchanges in North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A., 17603.

ACCOMMODATION

VISITORS TO DALHOUSIE UNIVERSITY? FURNISHED HOUSE FOR RENT. January to July, 1985. In quiet subdivision (Lake-of-the-Woods, Halifax County), 20-25 minutes from Dalhousie University. 3/4 bedrooms, 2 1/2 acres of trees, garden and privacy; 200 ft. lake frontage, hot water heating (oil furnace) plus air-tight woodstove. Skating, cross-country skiing, canoeing, hiking (in your own backyard!) and close to schools. Subdivision has own play area (tennis, softball, soccer, etc.) and access to Five-Island Lake. Call Dr. M. Wilkinson (Dept. of Physiology & Biophysics) at 424-3511 (local) or 876-8126 (home). Monthly rent: $700.

FOR RENT: Oceanfront Retreat. Modern, bul remote. Halfway between Vancouver & Victoria on Mayne Island; in the sunniest part of Canada's banana belt! Fully furnished, large decks, fabulous views. Adjacent to active pass & excellent salmon fishing. Available until April 30th, 1985. $550. per mo. Contact: Carol Kennedy, Box 77, Mayne Isl, B.C., V0N 2J0. (604) 539-2606 — weekends; (604) 987-1502 weekdays.

FOR RENT

Sabbatical home, London, Ontario, 4 bedrooms, furnished, 5 min. from U.W.O., direct bus route, central air, color T.V., etc., main-floor family room, lovely yard, quiet street, available January 1 - July 31, 1985. Non-smokers only, no pets. $875 or negotiable, plus utilities. 519-679-3740 or 519-471-8501.

University College of Cape Breton

Invites nominations and applications for the position of

Dean of Arts and Science

The University College of Cape Breton is located centrally within the industrial Cape Breton area (population 125,000) and offers undergraduate degree programmes in liberal arts and sciences, and diploma programmes in technologies as well as trades training.

The Dean of Arts and Science provides academic leadership for some sixty-five (65) faculty, 1200 full-time students and 1000 part-time students. The faculty spans the Division of Development Studies and seven (7) academic departments: Humanities; Languages, Letters and Communication; Management and Administration; Mathematics and Natural Sciences; Physical Education; Social Sciences and Psychology. Programmes include Bachelor of Arts, Bachelor of Arts (Community Studies), Bachelor of Business Administration, Engineering diploma (two years toward five-year degree) and the first two years of the Bachelor of Science.

The Dean of Arts and Science confers with the Dean of Technology and Trades, the Dean of Academic and Student Services, the Director of Continuing Education and reports to the Vice-President, Academic.

Candidates should have considerable experience in post-secondary education, a substantial record of accomplishment in teaching and scholarship and appropriate administrative experience.

Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The appointment is expected to commence July 1, 1985.

Applications, with the names of three referees, and nominations will be received until October 31, 1984 and should be forwarded to:

Mr. William J. Gallivan
Vice-President, Academic and Chairman
Search Committee for a Dean of Arts and Sciences
University College of Cape Breton
P. O. Box 5300
Sydney, Nova Scotia
B1P 6L2

YORK UNIVERSITY

FACULTY OF ARTS
Department of Sociology/Director of CERLAC

Applications are invited for a tenure-stream appointment at the level of associate professor in the Department of Sociology, commencing January 1, 1985. The position is a cross-appointment as Director of the Centre for Research on Latin America and the Caribbean and the Department of Sociology. A Ph.D. in sociology, an established record of scholarship, and demonstrated skills in teaching are required. The candidate should have specializations in some combination of the following areas: social demography, social stratification, family and gender roles, social psychology, the sociology of development, urban sociology, quantitative methods, and ethnic and race relations. As director of a major research institute, the candidate is required to have extensive experience in Latin American research in the social sciences, language facility in Spanish, and previous experience with research program development, including funding.

Send vitae, names of three references, and a cover letter stating interests relative to this position to: Dr. A.H. Turrittin, Chairperson, Department of Sociology, Faculty of Arts, York University, Downsview (Toronto), Ontario M3J 1P3. (Tel. 416-667-2559).

Application deadline is November 2, 1984.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONFERENCE

Access To The University; Why Are The Doors Closing?

November 22 to 24, 1984 The Royal York Hotel, Toronto

Speakers and Panelists

Here is a list of speakers and panelists who will be participating in the conference.

Stephen Lewis
Former leader
Ontario New Democratic Party
Prof. Janice Newson
Sociology
York University
Prof. Paul Anisef
Sociology
York University
Dr. Maria Barrados
Chief, Education Statistics Analysis
Secretary of State, Ottawa
Prof. David Foot
Economics
University of Toronto
Ms. Hughette Labelle
Under Secretary of State
Ottawa
Prof. Robert M. Pike
Sociology
Queen's University
Dr. Frank E. Horton
Chancellor
University of Wisconsin
Prof. Jill Vickers
Institute of Canadian Studies
Carleton University
Prof. Evelyn Moore-Eyman
Native Student Services
University of Calgary
Dr. William Vail
Chairman, Board of Directors
Canadian Medical Association
Prof. Naomi Griffiths
Dean, Faculty of Arts
Carleton University
Prof. David Milne
Political Studies
University of Prince Edward Island
Dr. John Kucharczyk
Physiology
University of Ottawa
Prof. Gideon Rosenbluth
Economics,
University of British Columbia
Ms. Diana Warwick
General Secretary
Association of University Teachers
Hon. Terence Donahoe, Q.C.
Minister of Education, Nova Scotia and
Chairman
Council of Ministers of Education
Prof. David G. Winter
Psychology
Wesleyan University

PROCEEDINGS

THURSDAY, NOVEMBER 22, 1984

7:00 p.m. Dinner
8:00 p.m. Dinner address:
Will current policies lead to the university becoming a preserve of the socio-economic elite?
8:45 p.m. Round table discussion

FRIDAY, NOVEMBER 23, 1984

8:45 — 10:30 a.m. Panel:
The Value of a University Education: Claims and Proofs.
a) The Roles of the University.
b) The Claims for a Liberal Education.
c) The Evidence for these claims.
d) Can the Universities still deliver a liberal education?

10:30 — 10:45 a.m. Coffee

10:45 — 12:30 p.m. Panel:
Statistics and What They Mean?
a) Who goes to university? Why? Some regional and international comparisons.
b) What is happening to enrolments and the participation rate?
c) What are the determinants of enrolments?
d) Why are enrolments not declining as predicted?
e) Are enrolments likely to decline significantly?

12:40 — 1:50 p.m. Lunch
1:15 p.m. Luncheon address:
The Federal Government and Accessibility.

2:00 — 3:45 p.m. Panel:
The Questions of Qualifications: Are there too many students?
a) What does "qualified" mean?
b) Is the question of qualifications merely a political device for reducing funding?
c) What role should the university play in the area of student preparedness, and in increasing participation rates from groups that traditionally do not participate?

3:45 — 4:00 p.m. Coffee

4:00 — 5:45 p.m. Panel:
Human Resource Investments
a) Can employment projections be made reliable?
b) Are graduates of liberal arts programmes employable?
c) Are there too many doctors, lawyers, engineers?

6:30 p.m. Cash Bar
7:15 p.m. Dinner
8:15 p.m. Dinner address:
Do the Universities have a Responsibility?
The Milwaukee Experiment.

SATURDAY, NOVEMBER 24, 1984

8:45 — 10:30 a.m. Panel:
The Question of Fees: How Much and Paid by Whom?
a) The role of fees in university funding.
b) The deterrent effect of fees.
c) Alternative to the current fee system.

10:45 — 12:15 p.m. Panel:
Is Restraint Neutral?

12:30 — 2:00 p.m. Lunch
1:15 p.m. Luncheon address:
The Provinces and Accessibility
2:00 p.m. Adjournment.

Register TODAY for this important conference

REGISTRATION INFORMATION

The conference fee, which includes one reception, two luncheons and two dinners, is $150 per person. Deadline for registration is Monday, Oct. 22, 1984. No cancellations can be accepted after that date, but substitutions are permitted.
Registrations will be acknowledged.
Completed form and cheque (payable to Canadian Association of University Teachers) should be mailed to:
Ms. Jill Greenwell
Canadian Association of University Teachers
1001-75 Albert Street
Ottawa, Ont. K1P 5E7

REGISTRATION FORM

Name _____
(Please include given name)
Title _____
Organization _____
Address _____
_____
City _____ Province _____ Code _____
Phone _____

HOTEL ACCOMMODATION

The Royal York Hotel in Toronto is holding a block of rooms until Monday, Oct. 22 at a special rate of $74, double or single. For reservations, please get in touch with the Reservations Department, Royal York Hotel, (416) 368-2511, mentioning the dates and title of the conference for preferential treatment. Deposits will be refunded if reservation cancelled 48 hours or more before arrival time.